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**'Habits of thinking need not be forever. One of the most significant findings in psychology in the last twenty years is that individuals choose the way they think'.**

*Professor Martin Seligman*

# Strong Minds at Work





'The ability to connect to others in a deep and direct way, to sense and stimulate reactions and desired interactions.'

Institute for the Future



identified the top 10  
critical skills needed  
for the future of  
the workplace:

# Social Intelligence

**World wide**

**48%**

of employees are  
unhappy in their  
current work.

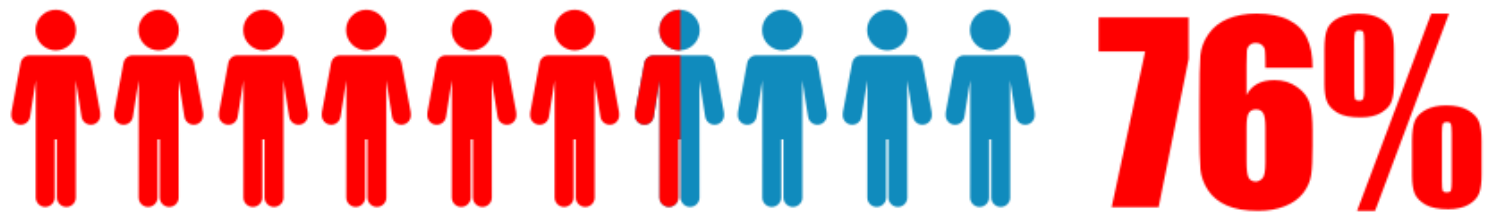


According to  
**GALLUP** research **76%**  
**of Australian Workers**  
**are not engaged in their work.**

**THAT'S**  
**8.74**  
**MILLION**  
**WORKERS**



If **76%** of employees are not engaged in their work, City of Greater Somewhere employs 200 people, that equates to 152 employees.



With **\$33.5b** lost in productivity per year, this equates to **\$4000** per person lost.

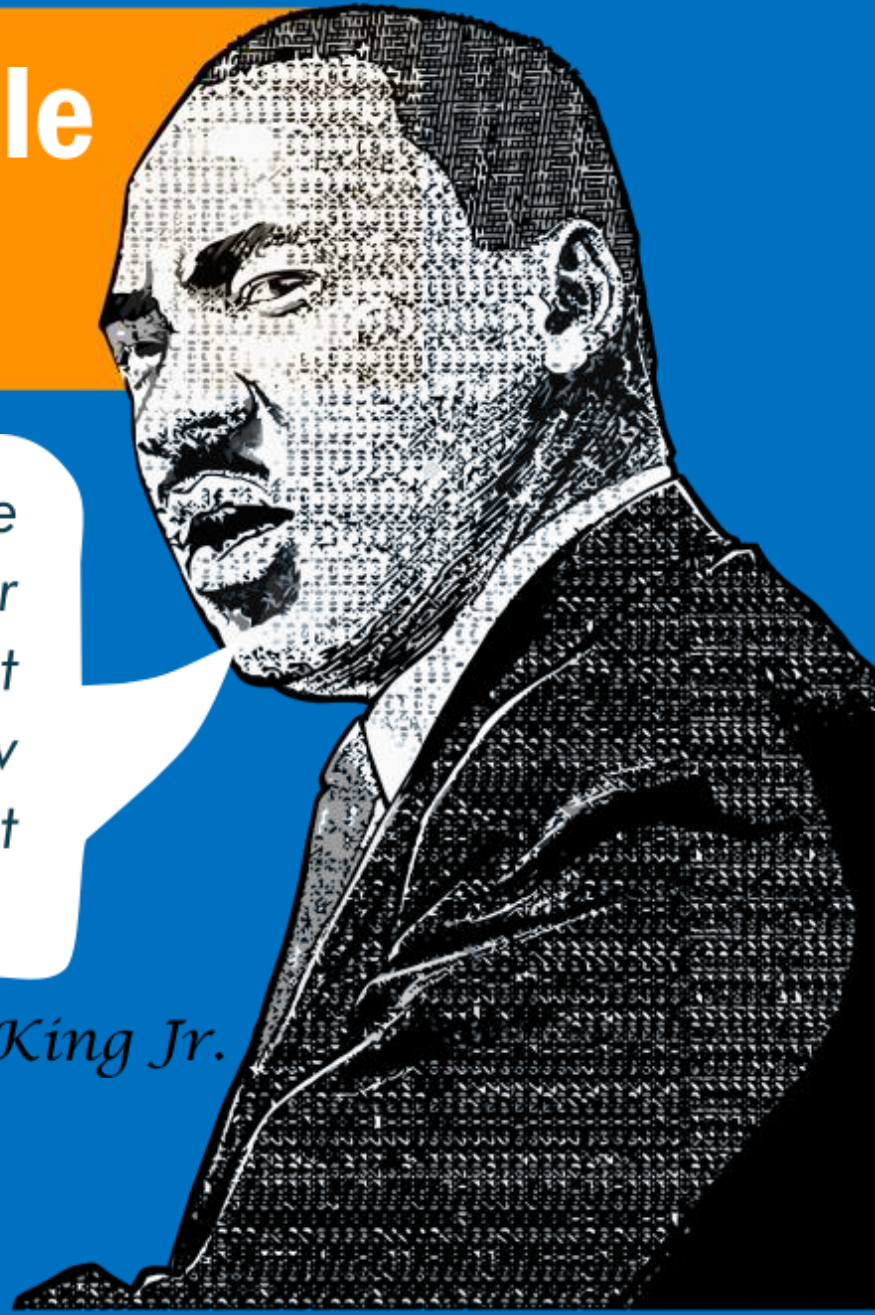
Based on 152 dis-engaged employees, City of Greater Somewhere may be losing **\$608,000.**



# Why are many people unhappy at work?

People fail to get along because they fear each other; they fear each other because they don't know each other; they don't know each other because they have not communicated with each other.

*Martin Luther King Jr.*



# What can we do about it?

We move through the world as a unique combination of learnt thinking styles and preferences.

**Respect for Everyone**



## **SOLUTION**

Increased Awareness and Flexibility in our own thinking styles and Awareness and Acceptance of others' thinking styles.

# Useful THINKING Styles

**All or Nothing  
Continuum Thinking**



# Useful THINKING Styles

## Counting - Discounting



# Useful THINKING Styles

## Matching - Mis-Matching



Guess the **interesting** person's score:



# Useful THINKING Styles

Internal - External  
Reference Reference



Guess the **awesome** manager's score:  
Guess the **interesting** person's score:



# Useful THINKING Styles

Affective – Neutral  
Communication



Guess the **interesting** person's score:



**Increase 'Continuum Thinking'**

**Celebrate Incremental Progress**



**Match first, then Mis-Match**

**Balance between Internal &  
External Reference**



**Match the other person's  
communication style to build rapport**

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# Gifts for you...

A summary description of each of the  
**5 Thinking Styles** discussed today.

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**Living in Extremes**



# Gifts for you...

Michelle Duval's article **Living in Extremes.**

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**The Future of Work**

**FUTURE  
OF  
WORK**


# **Gifts for you...**

**The Future of Work article.**

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**Fingerprint for Success**



**Gifts for you...** (well....a chance to win anyway)

**Finger Print for Success** package  
valued at \$1200



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