



Closing Thoughts

GLOBAL FORUM APRIL 2018



UNIVERSITY OF MINNESOTA
Driven to DiscoverSM



Gratitude

- Associated with greater happiness.
- Improved health and capacity to deal with adversity.
- Better sleep, less depression, less fatigue.
- Lower levels of inflammatory markers.
- Improved wellbeing and psychological adaption.



Three Good Things



Illustrations by JAMES GRAHAM

Illustration by James Graham

What Google Learned From Its Quest to Build the Perfect Team

New research reveals surprising truths about why some work groups thrive and others falter.

By CHARLES DUHIGG FEB. 25, 2016



Power in “Groups”

- Innovate faster
- Find mistakes more quickly
- Achieve better results
- Report higher job satisfaction



Google's Quest for the "Holy Grail" Project Aristotle

- Long term belief – best teams were formed by the best people.



Project Aristotle

- Statisticians, organizational psychologists, sociologists, engineers
- Personality types (outgoing, shy), socializing outside of work, educational background, gender balance, manager type, hierarchical/non-hierarchical structure



Google's Quest for the "Holy Grail" Project Aristotle

- Most productive employees build larger networks by rotating dining companions.
- Best managers share traits of good communication and avoidance of micro-managing.



What Mattered the Most?

KINDNESS

Safe Travels

