

# 3 steps to creating a Productive and Fulfilling Working Environment

by  
Arthur F Carmazzi



*Why do we work better with one group of people than with another?*

*Why do we react to some people in a way that we would never react to others?*

*Why do we sometimes accomplish so much in a short time, while other times we seem to have wasted an entire day with little to show for it?*

*How can we harness the power of environment, how can we take all that we have learned and focus it on creating a fulfilling and productive working environment?*

The Recipe for harnessing the force of human excellence starts with the way we interact with our Environment. Emotions and perceptions from interacting with others affect the way we act and REACT and ultimately affect the quality of our work and our life.

Our environment is made up of different groups. These groups are to your environment, as cells are to your body... they may be replaced by new cells but will still have the same function and they all work together to form a whole. When we spend time with our friends, our colleagues, our family, or our loved ones, we experience different parts of our environment. Their impressions, beliefs and the way they act and react will impact our beliefs and actions.

When we take control of the many environments we work, live and play in, our world changes and we attract more success, better relationships, greater health and a more fulfilled life. We become the force of influence and not only create more for ourselves, but more for those around us.

There are 3 key steps to take control

## **1. Creating a Motivation Map**

Awareness of what drives each environment is essential before any change can happen. Each area of our work can give us motivation or take it away. Every work environment interacts with the others and influences our working routine.

Imagine the motivation map of our "*world of work*" is made of 5 different areas:

### ***Meeting Land***

In the north of meeting land, all the positive emotions and the motivation we get during meetings drives us to excel. But in the south of meeting land, stand the cliffs of death where we would rather jump off than attend another meeting. This is where meetings take away from our emotional needs.

### ***The Solo Caves***

Solo caves where we get the most out of working alone, yet below that is the bottomless pit, where working alone as its downfall.

### ***Team Mountain***

Where we find the best in ourselves through the teams we work in, to the far east however, we find the Mountain of Fire, where working with teams, burns up our motivation.

### ***The Directive Interaction Forest***

Where we find incentive in giving and/or getting direction but below that lie the swamps of darkness, where giving and/or getting direction is like falling in to quick sand and the more you move, the further down you get pulled.

### ***The social jungle***

Where socializing with colleagues meet our needs and drive us to be better at work yet beside the lush jungles leys the dessert of despair where social/political aspects of our work environment dry up any motivation we may have to excel

By knowing where and why your emotional needs are most fulfilled and where they are not, you can more confidently confront the obstacles that prevent you from venturing into those areas that seem to suck dry any desire to excel.

For example:

If you really enjoy the interaction and coming up with creative ideas within a team, but at the same time, you also feel that the same team members take too much control and they stifle the suggestions, without listening to them completely. Thus your entire team interaction may become jaded. You may have mixed feelings about your team experience. It depends on which one is stronger, the fulfillment you get from interaction & innovation or the dissatisfaction from people putting you down. You will likely see the entire experience as the reflection of the stronger force. By mapping your motivation you are actually able to separate those areas. By Mapping, we see beyond the situation and understand the elements of the situation, the emotions we are getting or not getting.

Perhaps the emotions you get from the interaction and the creativity may be a sense of connection with your team mates, a sense of achievement for coming up with the ideas, and even feelings of importance & contribution because of your input to the team. So what you are actually getting from interaction and the creativity are these specific emotions and that's why you're motivated.

When people don't listen to your ideas or put them down, the opposite happens, it literally takes the feelings of achievement, connection, importance and contribution away you and that why you are unmotivated.

So it's not about the interaction and innovation or the way people put you down, but about the emotions you get or get taken away.

When you look at your overall map, your actions, motivations, and how and why you act and react to others becomes very clear. You will be constantly reminded of where you are and what makes you productive. You will be more able to deal with the people and situations that de-motivate you. Your awareness that it's not what others "do" that matters, but what emotional needs you loose that causes dissatisfaction, gives you the power to inspire a new perspective, the power to change the situations that influence you.

But the key is to share your map with your colleagues and get them to share theirs with you. This will set the foundation to influence your environment and help to keep each other get greater fulfillment and productivity at work.

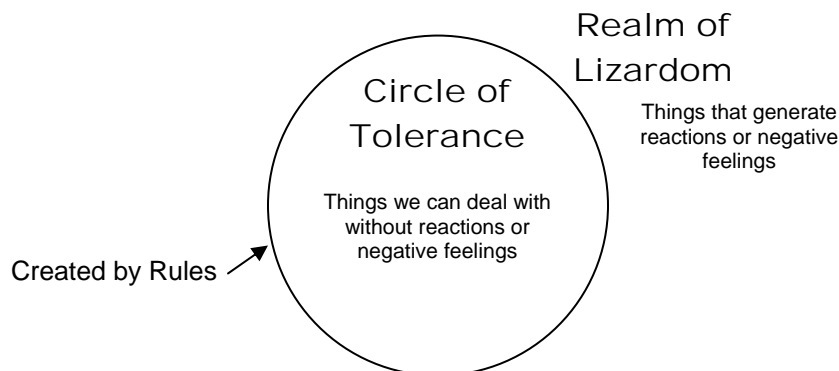
(For a FREE “World of Work” motivation map, please send your request to [info@directivecommunication.com](mailto:info@directivecommunication.com))

## 2. Create a Larger Circle of Tolerance

STOP acting like a lizard! The “reptilian” brain or the reactive center, deals with our primal need to survive. It is the part of us that repeats patterns of behavior that we often do not like, patterns that often prevent us from taking action on opportunities or keep us procrastinating, patterns of fear and sometimes stupidity. It reacts to emotional triggers that are outside the boundaries of our “Circle of Tolerance”. This primitive part of our brain breeds lizard-like reactions to our surroundings, and I might add that lizards are not very intelligent. Its purpose is self preservation (sometimes at the cost of intelligence). Think of the last time you were in a conversation with someone you were trying to make a point to and they did not agree. You finally left, perhaps without resolving the point and felt a bit frustrated. 20 minutes later though, you thought to yourself “OH! #@&! I should have said...” This is because during the encounter you began to “React” to the situation thus using your reactive brain instead of your reasoning brain, and for all practical purposes, you became a lizard. It then took you 20 minutes to get back to being a human being where you could “Reason” again. When you are in the reactive center of the brain you have Lizard-like Intelligence.

To elevate ourselves to the greater level of being a human being and sidestep our primal reptilian instincts, we need to respond, not react. We need to reason, not just think. To start, this requires increasing our “Circle of Tolerance”.

No map will make a difference in your life if you react to your environment without the ability to think intelligently and act on what you have learned. This action will require us to Let Go of many of the rules we have created about the way that “Things Should Be”. The greater the number of rules, the smaller the circle, letting go increases our circle and helps us to be more intelligent.



The Motivational Map is a tool to help us expand our Circle of Tolerance. It gives us insights to the roots of our and our co-workers' behaviors, allowing us to see beyond the actions and grasp the real reasons behind the emotional needs that drive us. Awareness is power because you tap your brain's capacity for greater acceptance of situations and surroundings. When you are able to see behaviors for what they are and NOT for what they take away from you, there is little reaction and you produce intelligent results. It allows you to combine the knowledge of your map with the intelligent part of your brain into a powerful and directive influence for making positive progress in your work and life.

### **3. Have a Technology that works**

Strong and capable leaders are often able to create a "working technology". This technology can take the form of policies, code of conduct, routine, and predictable behaviors. When these are in place and properly implemented, individuals within work environment feel secure, capable, important, have a sense of personal development, are generally highly motivated, and get results. But let's face it, not all of us work for a strong and capable leader. So if we're going to develop a fulfilling work environment, we must take the lead and cultivate our own routine & behaviors together with others that also want to improve their work environment.

When people come together and agree on a way to treat each other, on a way to act in certain situations, on a way to cooperate, these becomes a working technology.

The obstacles are, that we're often so busy doing our work that we neglect to find better ways to do it; this is where our behaviors and our code of conduct need to be synchronized. One "Code of Conduct" could be Self Guiding Actions -

#### **Self Guiding Actions**

If you want to be a certain way, you must consciously decide to act that way. The easiest way I found was to create a list of the experiences you would be committed to acting on, on a daily basis. My list looks something like this:

- Cheerful
- Grateful
- Giving
- Productive
- Kind
- Organized
- Loving
- Intelligent
- Powerful
- Energetic

Every day I am this list. Even if I don't feel like being cheerful, I make a conscious effort to do so. If I feel I don't have the time to be organized, I take an extra 10 minutes to organize at least one part of my efforts. Those 10 minutes gives me a great sense of accomplishment in that I am being consistent with the environment I am creating and, it's contagious to those around you! It is that reinforcement that strengthens your commitment to consistently following through with creating your greater working environment.

With a greater Circle of Tolerance, sharing Motivational Maps, and constantly applying a synchronized Technology, we influence ourselves and those around us toward a far greater understanding of how to bring out the best in each other. This foundation establishes an environment that we excel in, an environment that makes us more productive and more fulfilled, an environment that gives greater meaning to our work and even our life.

Live well!

*Some human performance technology such as Neuro Linguistic Programming (NLP) and Directive Communication (DC) use a psychological base to improve performance and fulfillment within individuals. These technologies, specifically DC, have built in environmental improvement actions. For more information on NLP, visit [www.nlp.com](http://www.nlp.com) and for Directive Communication, visit [www.directivecommunication.com](http://www.directivecommunication.com)*

**Arthur F. Carmazzi** is the Principal Founder of the Directive Communication Methodology and Voted as one of the world's top 10 Leadership Professionals by Global Gurus International. He is a bestselling author and specializes in psychological approaches to Leadership and Corporate Culture Transformation.

[www.directivecommunication.com](http://www.directivecommunication.com) and [www.carmazzi.net](http://www.carmazzi.net)

