

ACT AND CAREER SUCCESS

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ACT AND CAREER SUCCESS



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Is it possible to achieve career success while staying true to yourself?



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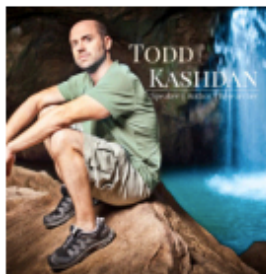
Psychological Flexibility

Values



*We're traveling the world searching for people who have achieved
meaningful success, and we're asking them how.*



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Todd Kashdan

Todd Kashdan is a professor at Washington University. He is ...



Danielle Duell, CEO of The Spicers Group

The Importance of Hard Work The research on success suggests that ...



Tristan White, CEO of The Physio Co.

We travelled to Melbourne to interview Tristan White. ...



Kym Warner, CFO of the Coffee Club

The Coffee Club is Australia's largest home grown café group ...



Sue Scheinpflug, Not for Profit CEO

Sue Scheinpflug has been the CEO of a number of not for ...

ACT AND CAREER SUCCESS

- ✿ Defining career success
- ✿ Achieving career success
 - ✿ Unleash your inner narcissist?
 - ✿ Defeat your inner demons?
 - ✿ Psychological flexibility?
 - ✿ Pro-sociality?
- ✿ Identifying markers of psychological flexibility
- ✿ Applying this to your own life

HOW DO YOU PERSONALLY DEFINE SUCCESS

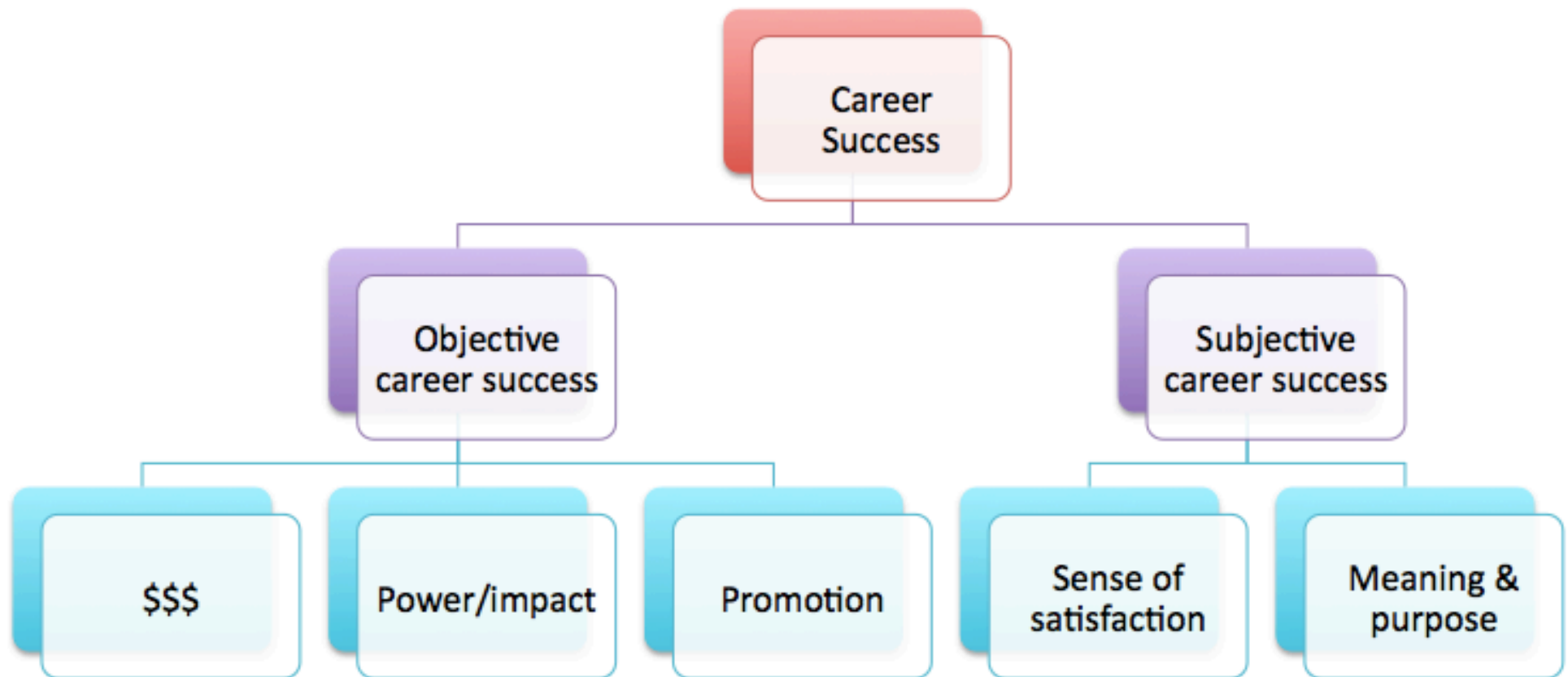


1. In your life?

2. In your
career?

WHAT DO CEO'S SAY....

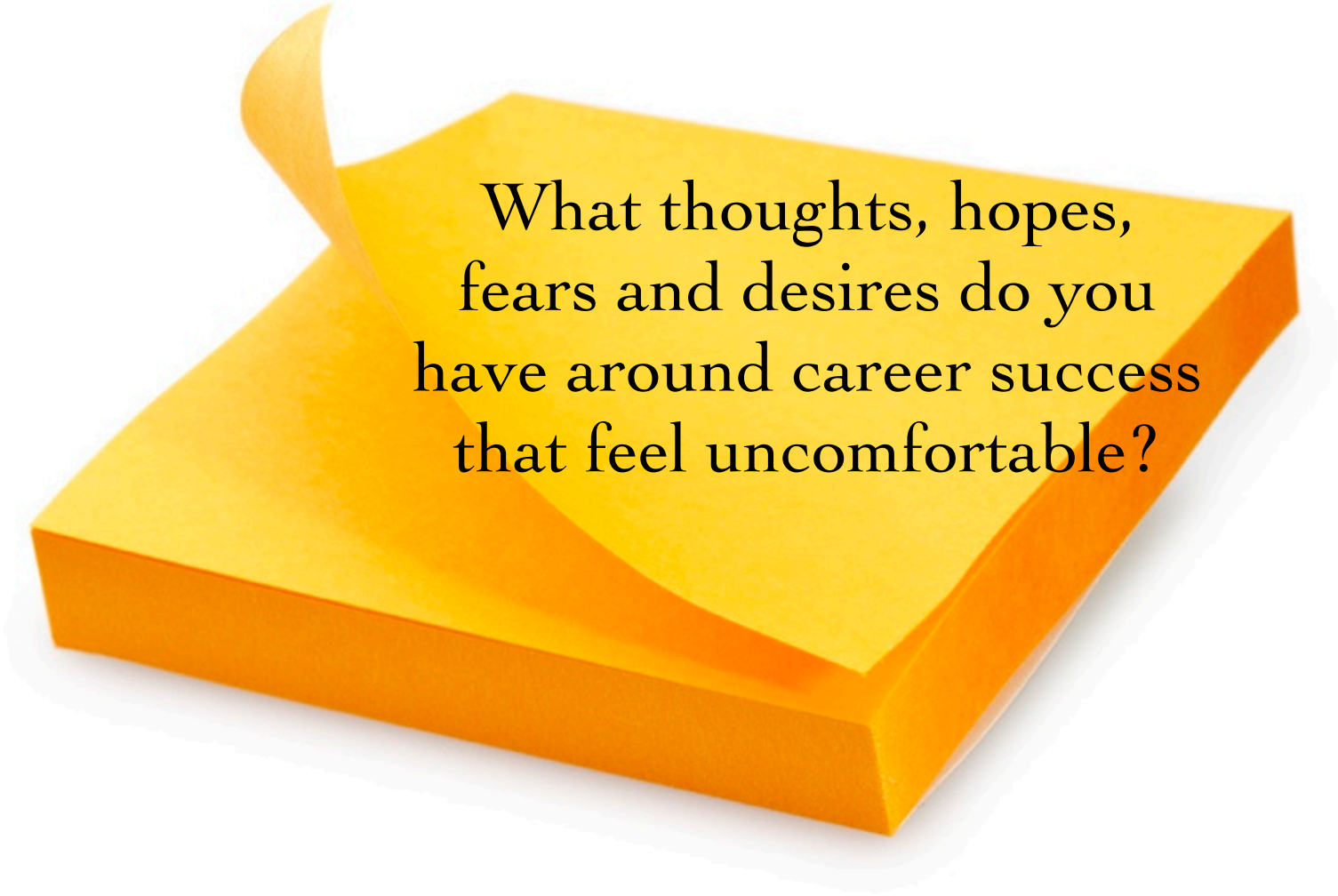
WHAT THE ACADEMICS SAY...



RATE YOUR LEVEL OF SUBJECTIVE CAREER SUCCESS 0 - 10

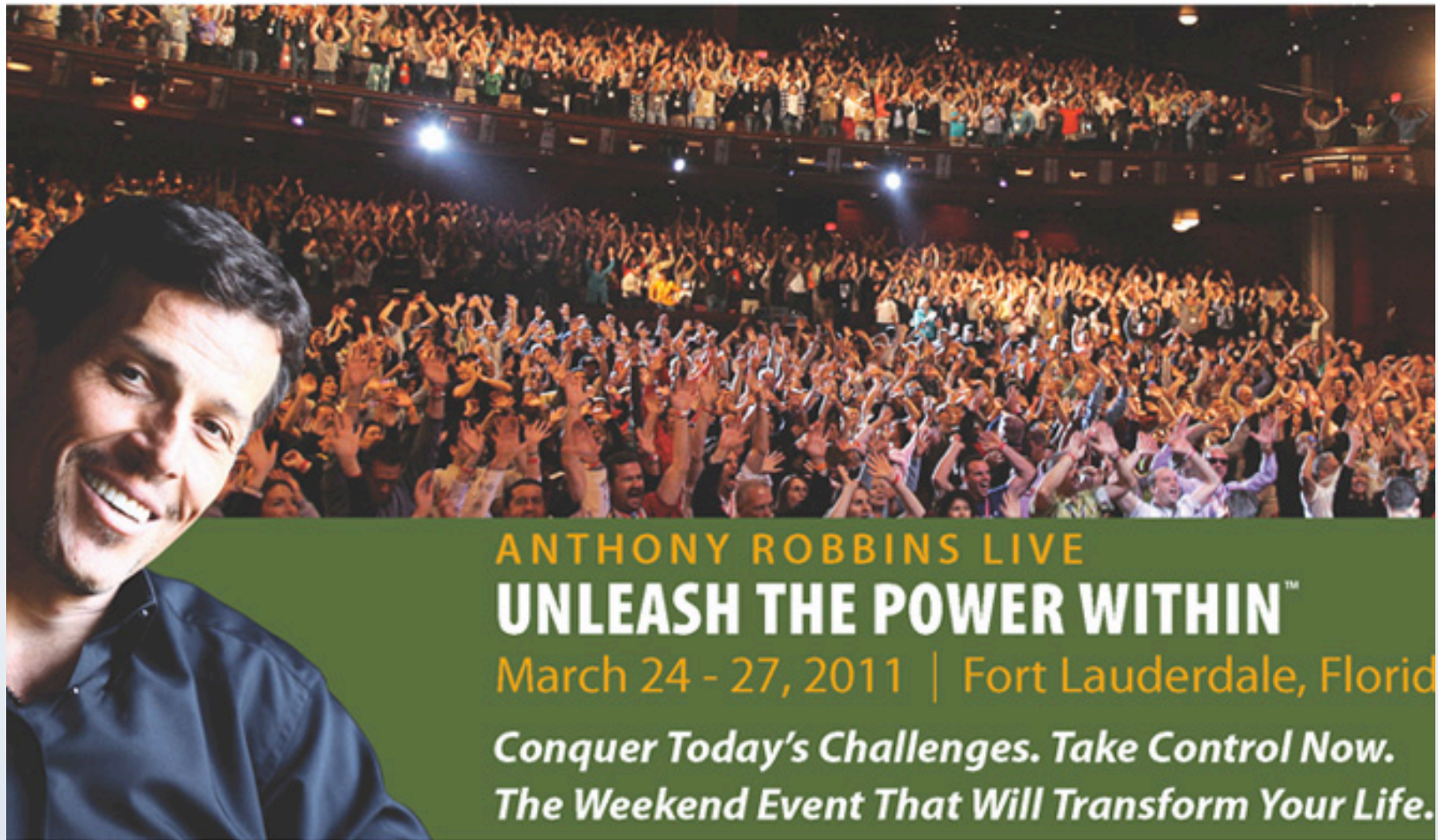
1. I am satisfied with the success I have achieved in my career
2. I am satisfied with the progress I have made toward meeting my overall career goals
3. I am satisfied with the progress I have made toward meeting my goals for income
4. I am satisfied with the progress I have made toward meeting my goal for advancement
5. I am satisfied with the progress I have made toward meeting my goal for the development of new skills
6. All things considered, I am satisfied with my job

THE SHADOW SIDE



What thoughts, hopes,
fears and desires do you
have around career success
that feel uncomfortable?

Unleash the narcissist within?

A promotional image for Anthony Robbins' 'Unleash the Power Within' event. It features a close-up of Anthony Robbins smiling on the left, with a large, energetic crowd of people with their hands raised in the background. The text is overlaid on a dark green banner at the bottom.

ANTHONY ROBBINS LIVE
UNLEASH THE POWER WITHIN™
March 24 - 27, 2011 | Fort Lauderdale, Florida
*Conquer Today's Challenges. Take Control Now.
The Weekend Event That Will Transform Your Life.*

Is this the key to success: Defeating your inner demons?

- There are *empowering* states, such as confidence, love, inner strength, joy, and ecstasy--and there are *paralyzing* states, such as confusion, depression, fear, anxiety, sadness, and frustration
- "the difference between those who fail to achieve their goals in life and those who succeed is the difference between those who cannot put themselves in a supportive state and those who can consistently put themselves in a state that supports them in their achievements."³²
- If you really want to be successful, Robbins says, you need to learn how to direct and manage your states at will

Upsides of narcissism

- Greater seeking of power
- More confident, dominant and proud. More likely to be seen as a leader
- Can be visionary and transformational
- Make things happen, get people working for them, and can take risks that pay off



Dowsides of narcicism

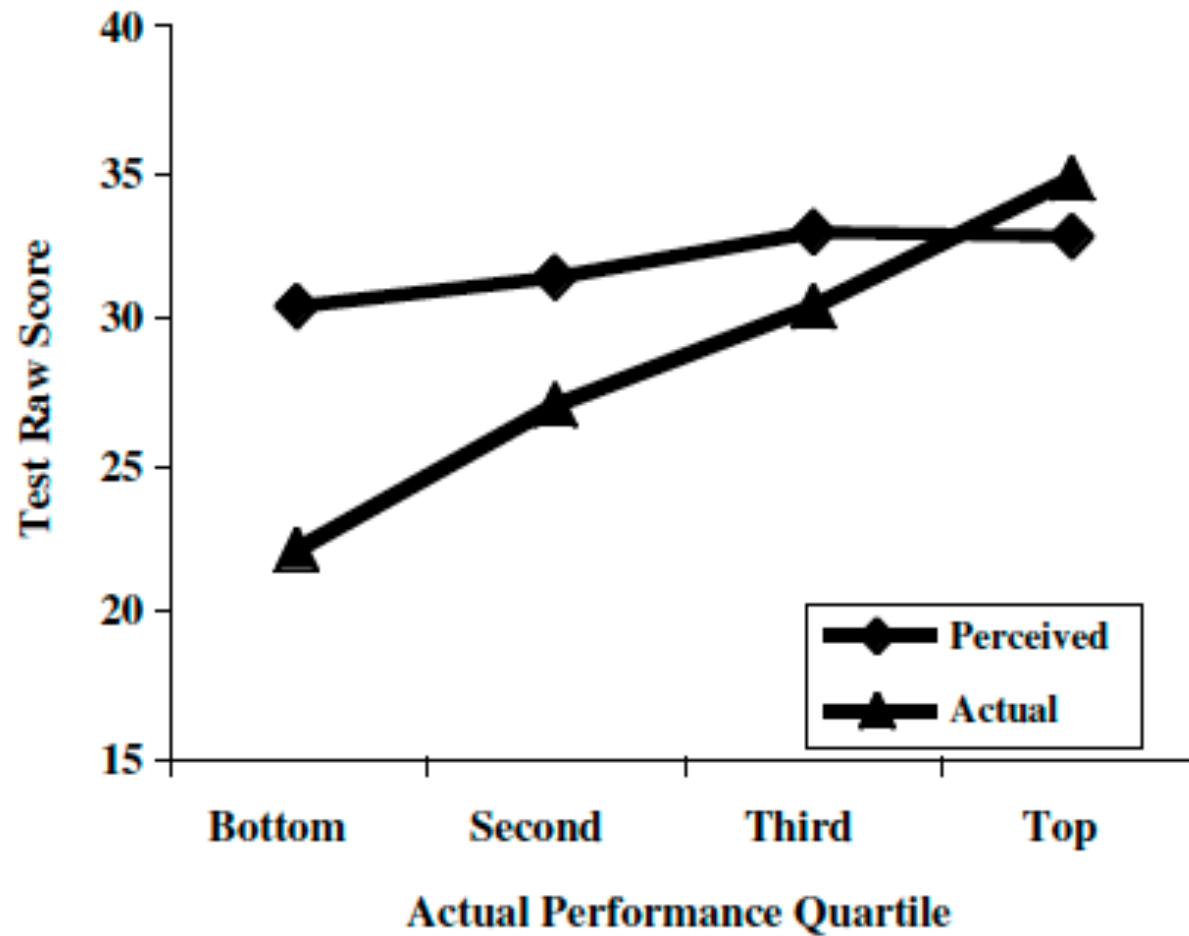
- Excessive focus on securing admiration of others
- High hostility and aggression when admiration not forthcoming
- Rejection and defensiveness following negative feedback
- Engage in higher levels of counterproductive work behavior (insult someone; purposely do work incorrectly; stole)
- Reduced information exchange and poorer group performance
- Poor social-connectedness

Rigid self





Is narcissism the norm?



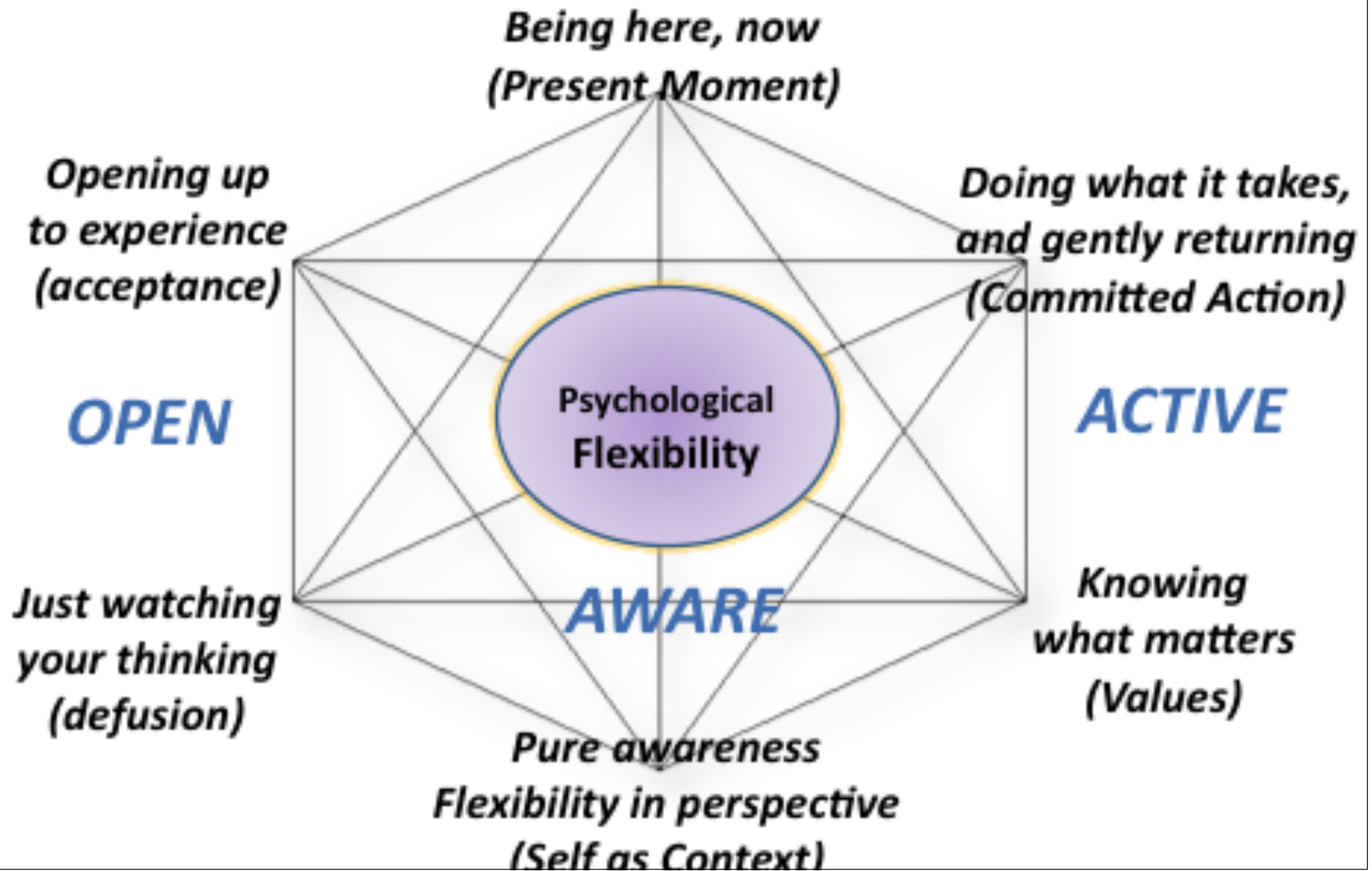
What is the best style to manage people?

- Confident giant?
- Selfless obsessive?
- Assertive?
- Passive bad?
- Charismatic?
- Beurocratic?
- Transformational?

WHAT WOULD A CBS INFORMED APPROACH TO CAREER SUCCESS LOOK LIKE?

- ✻ Does psychological flexibility help people to achieve career success?
- ✻ Is it enough?

The ACT Model



ARE SOME COMMITTED ACTIONS LIKELY TO BE MORE EFFECTIVE THAN OTHERS?

1

ACT and Career Success
Could ACT help people to get promoted, earn more money
and love their work?

ACBS Conference 2013
Rachel Collis & Professor Joseph Ciarrochi

The following are related to 'objective' career success:

Factors in the individual:

- Be undeniably good at what you do [1]
 - Get an education from a well-regarded school (scholastic, social and cultural capital) [1, 2]
 - Get good experience, especially international experience [1, 3]
 - Stick with one occupation [1]
- Be good at something that other people value
 - Law, engineering – not health! [1]
- Focus on becoming better – deliberate practice [4]
- Seek feedback [5]
- Have a learning orientation rather than excessive focus on goal achievement [6]
- Develop influence behaviours, political knowledge and skills [3] [2]

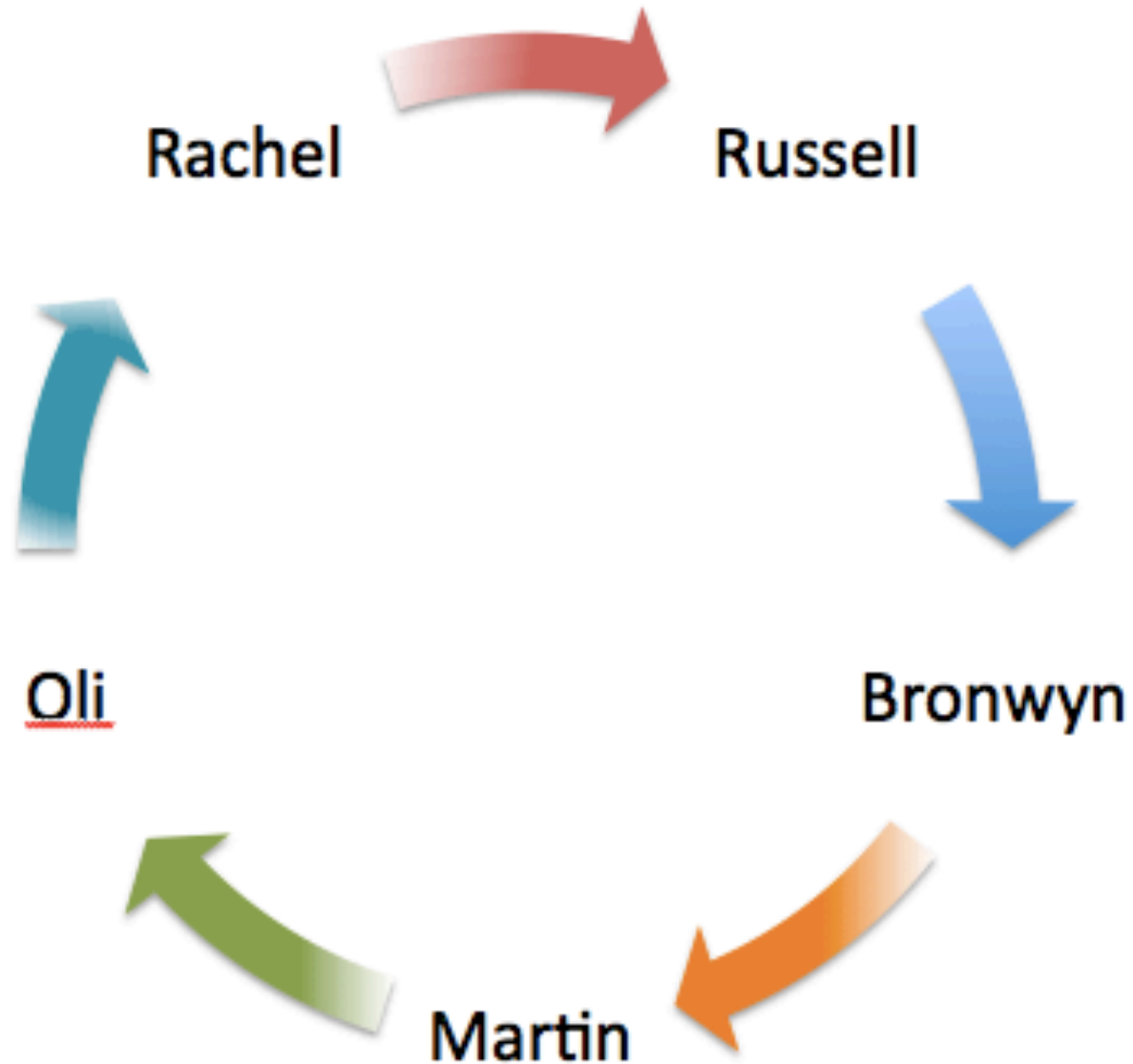
Build mutually supportive relationships

PRO-SOCIALITY

Voluntary behaviour intended to help others



IN PROSOCIAL COMMUNITIES



IT GETS BETTER...



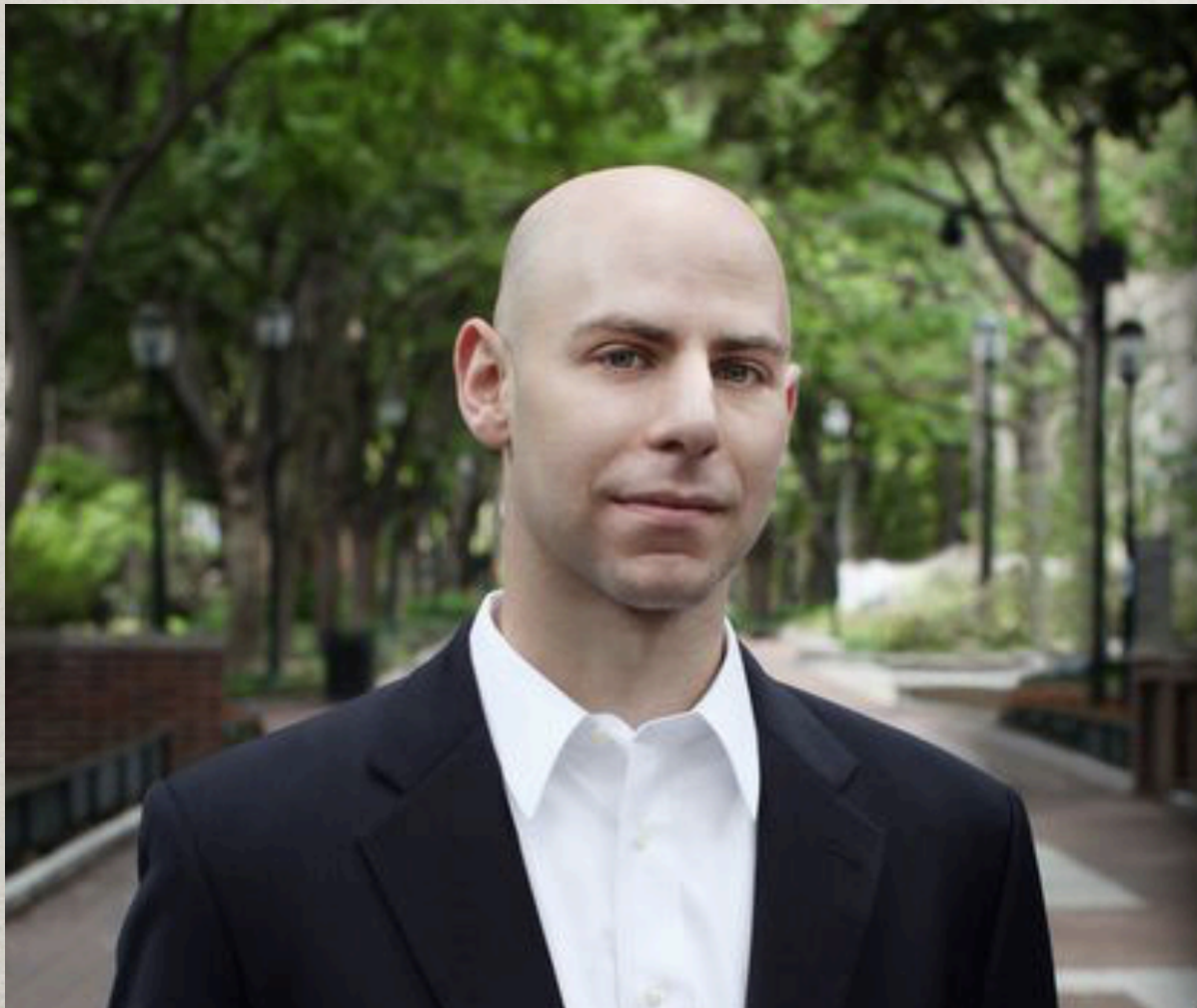
BENEFITS OF A GIVING CULTURE



IS PRO-
SOCIALITY
WORKABLE
HERE?



INDIVIDUAL PRO-SOCIALITY



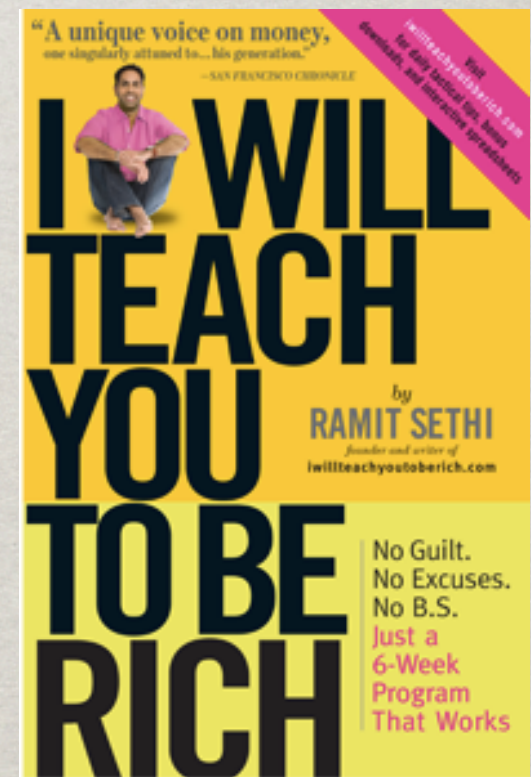


GIVERS

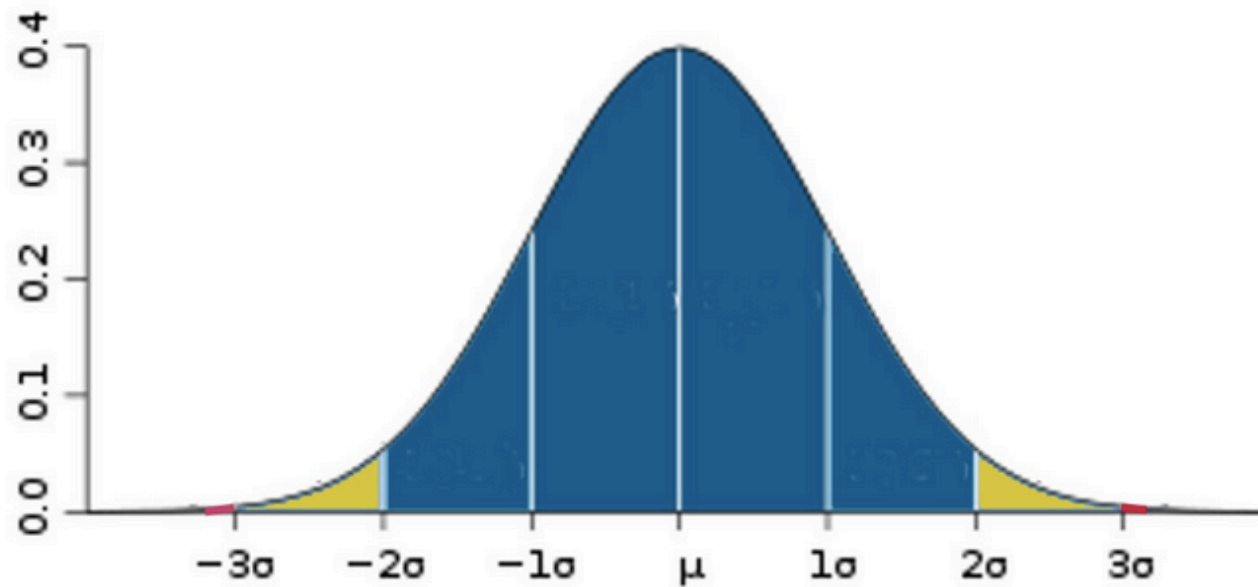


TAKERS

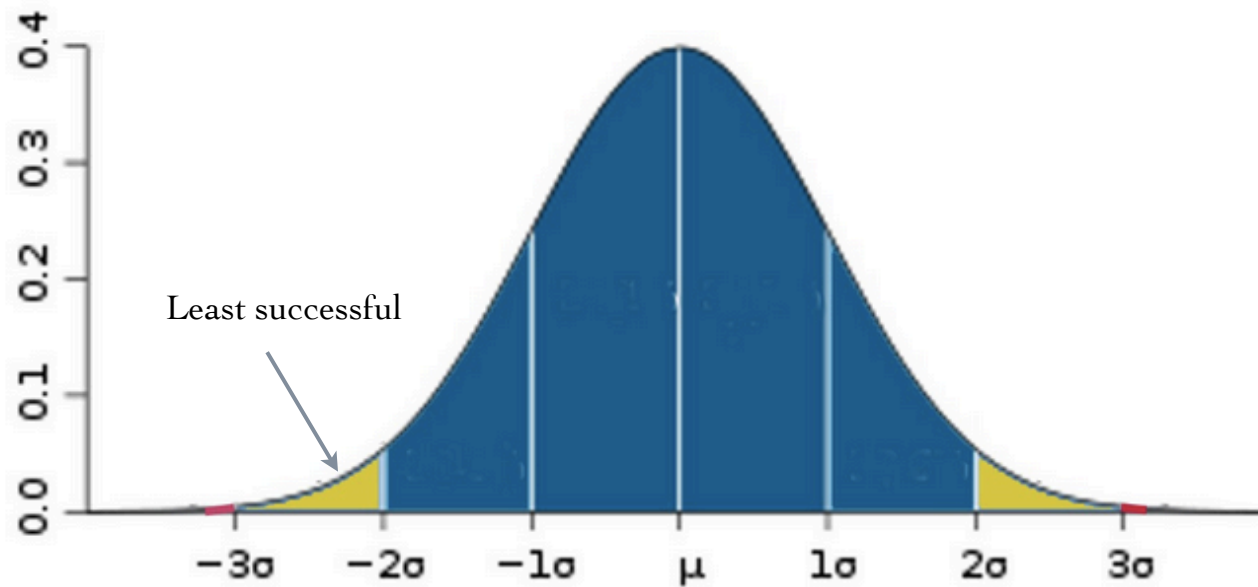
MATCHERS



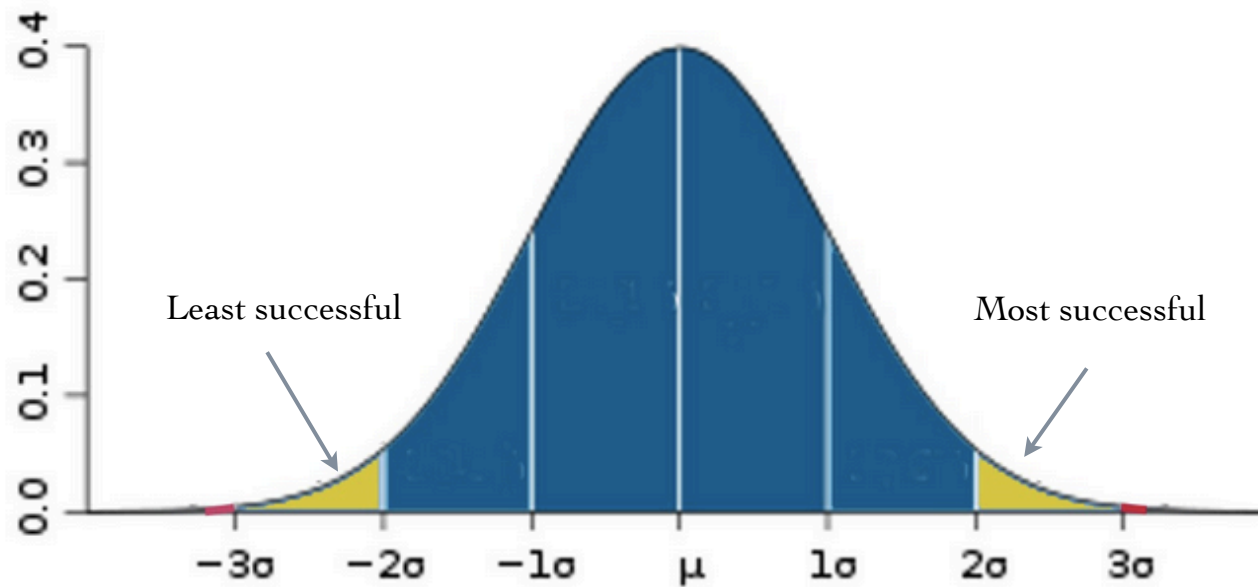
IS THERE A RELATIONSHIP BETWEEN PRO-SOCIALITY AND CAREER SUCCESS?



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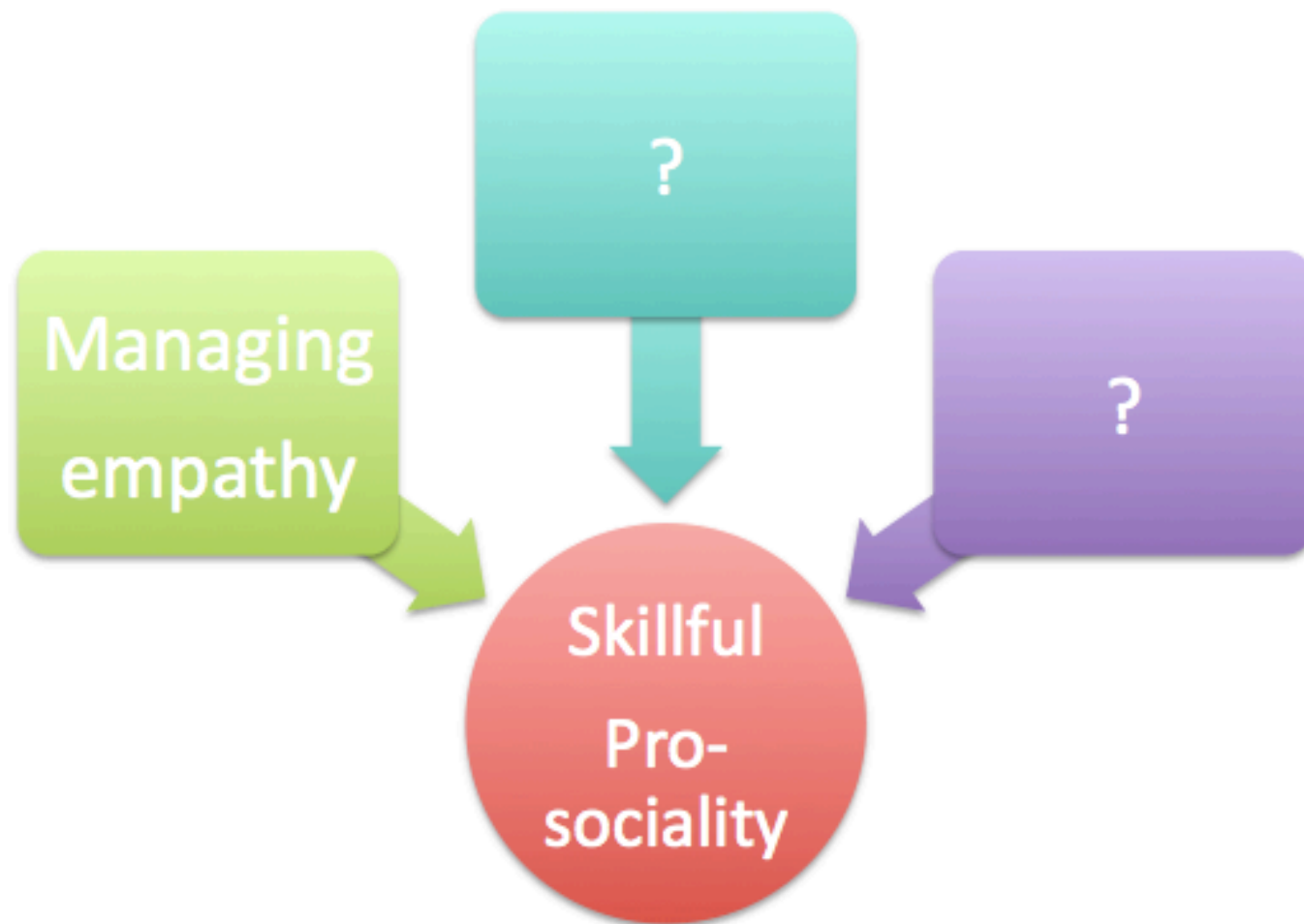


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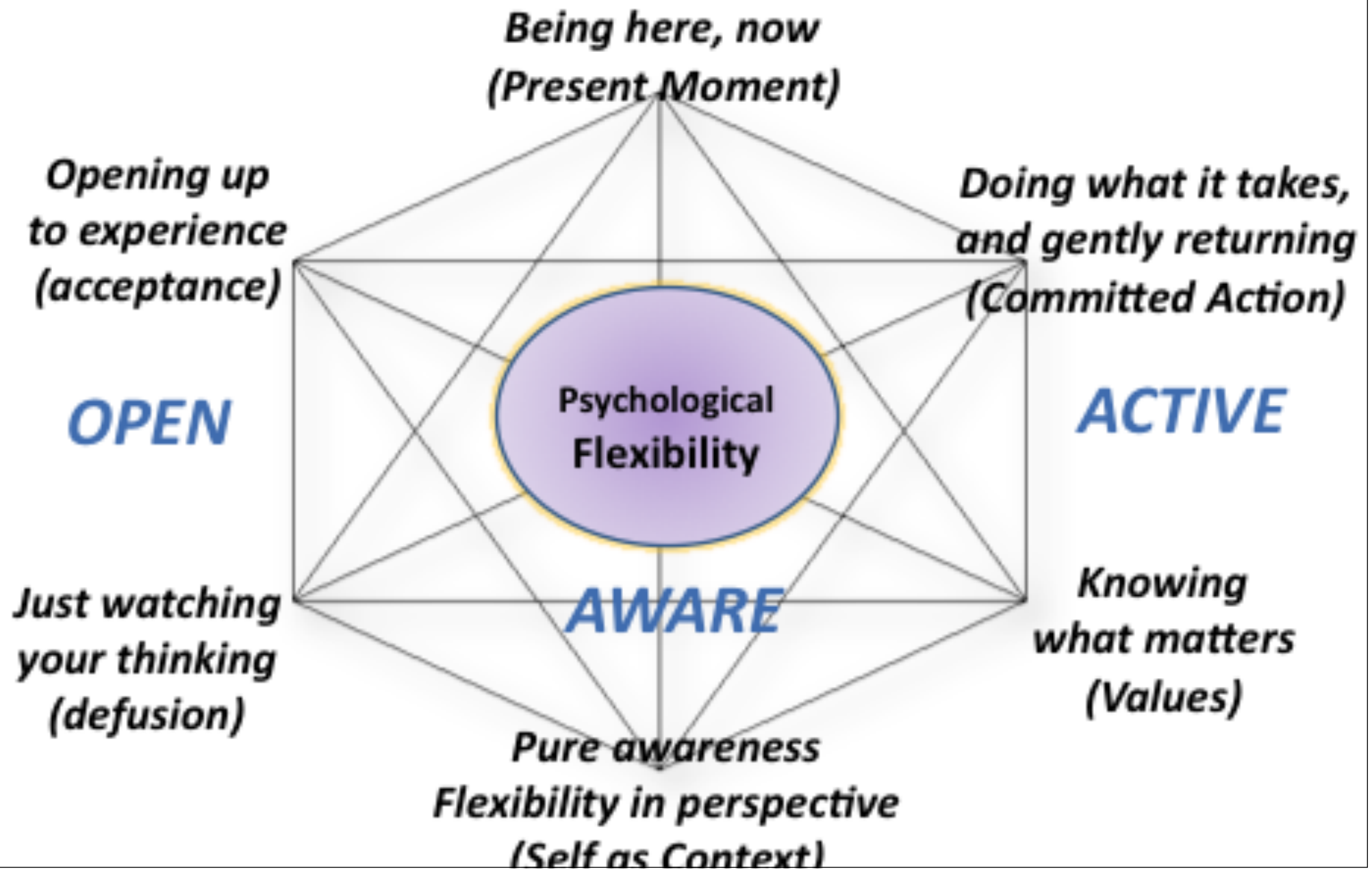


SKILLFUL PRO-SOCIALITY





The ACT Model



EMPATHY AND PERSPECTIVE TAKING



Broadening Perspective Taking

Thoughts

Emotions

**Needs
and Interests**

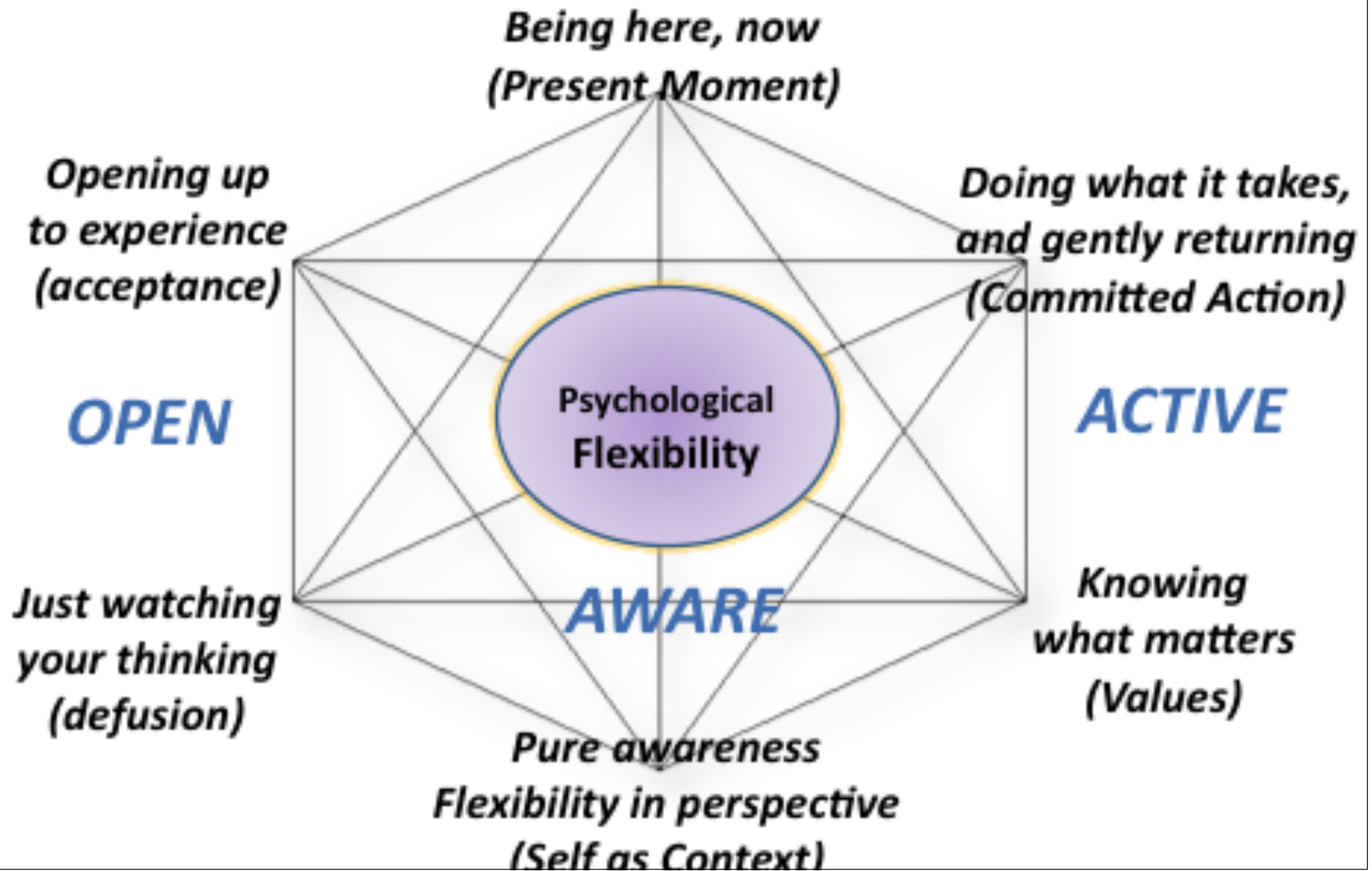


Thoughts

Emotions

**Needs
and Interests**

The ACT Model





Managing
empathy

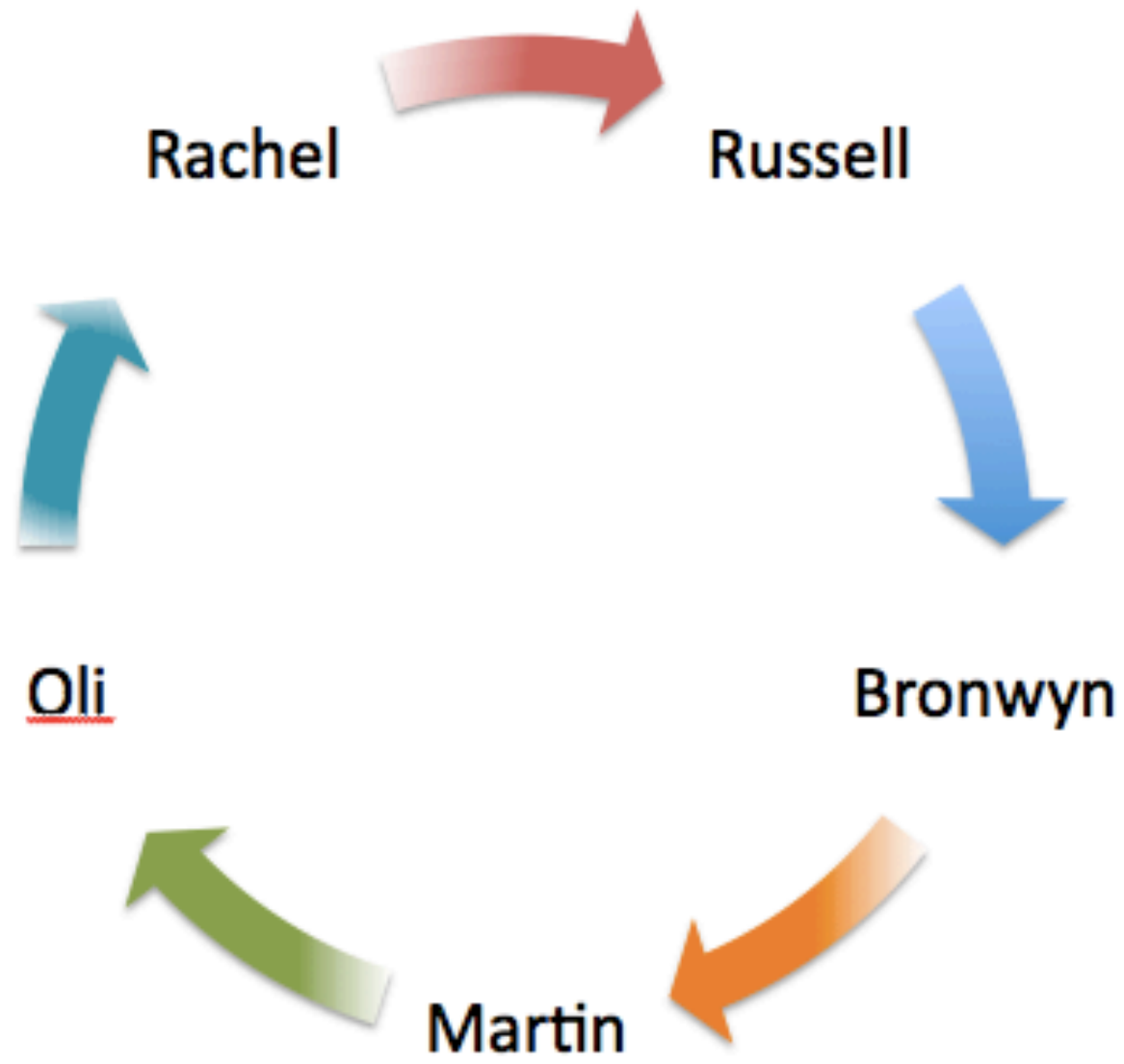


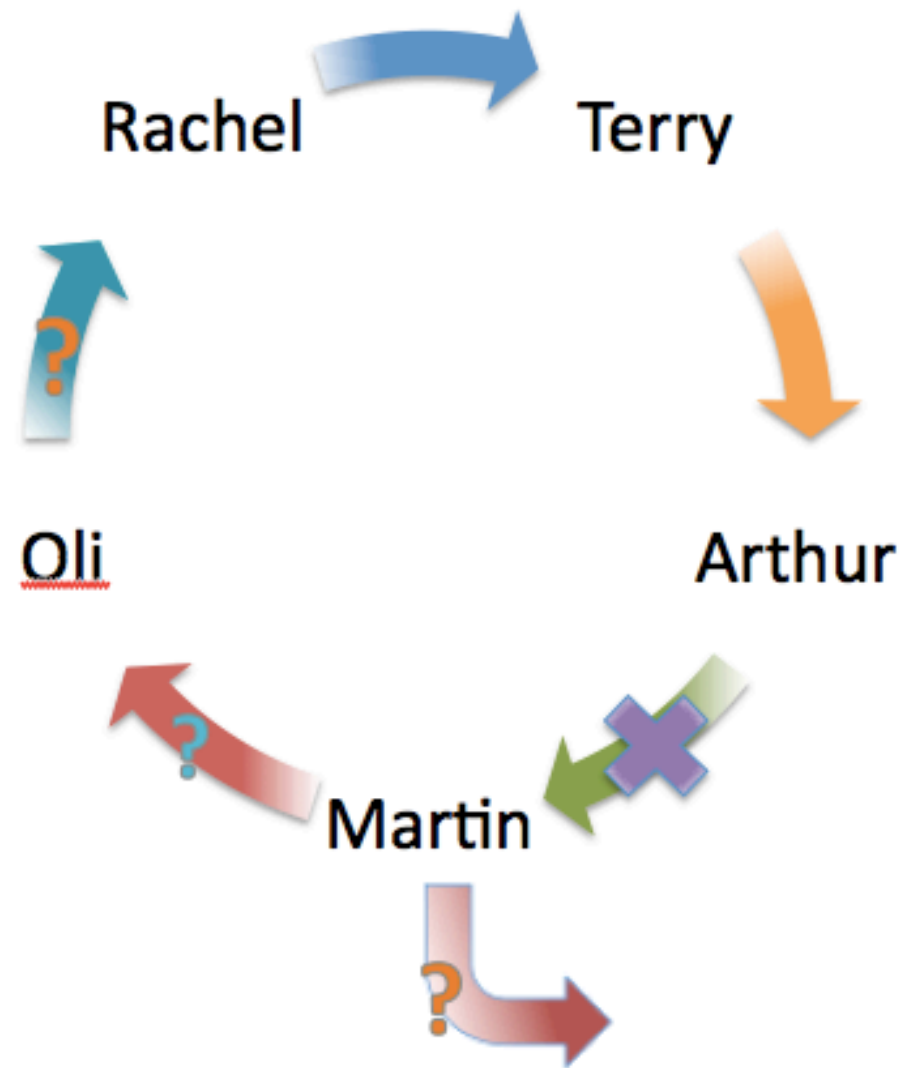
Skillful
Pro-
sociality



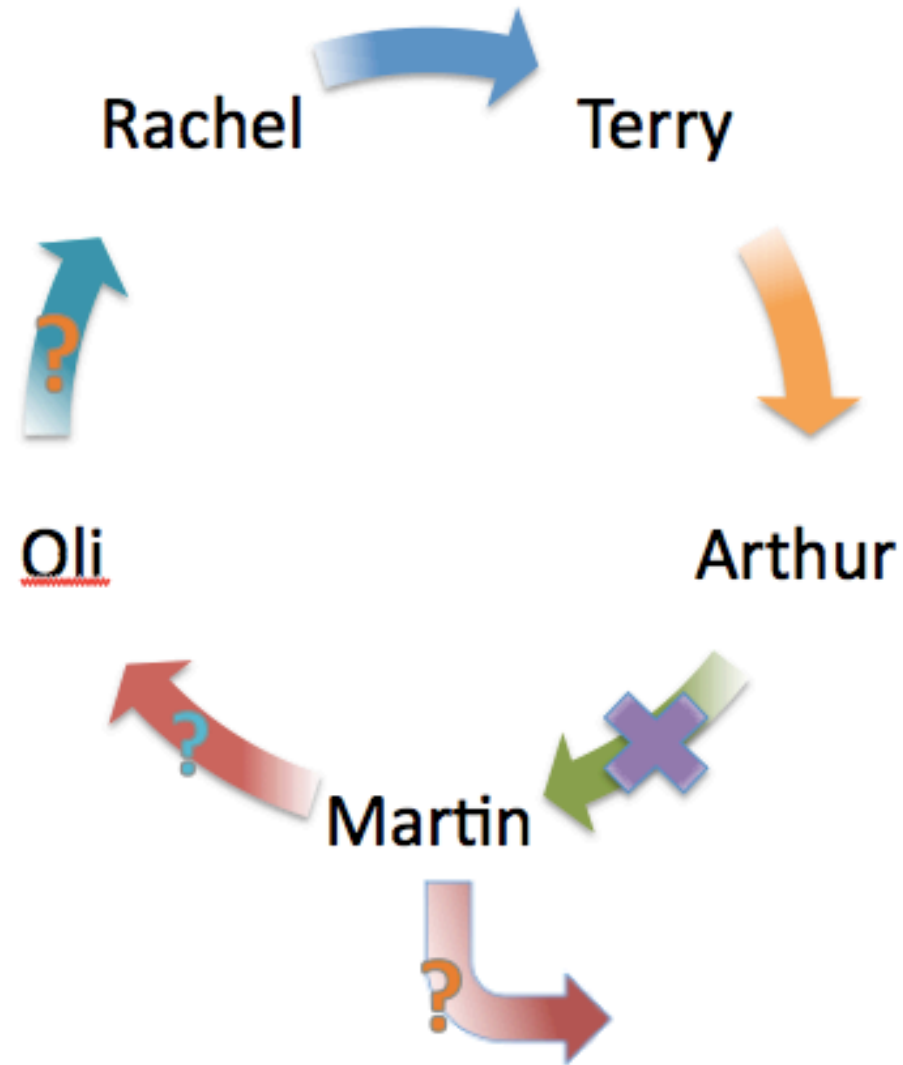


LIKEABLE TAKERS

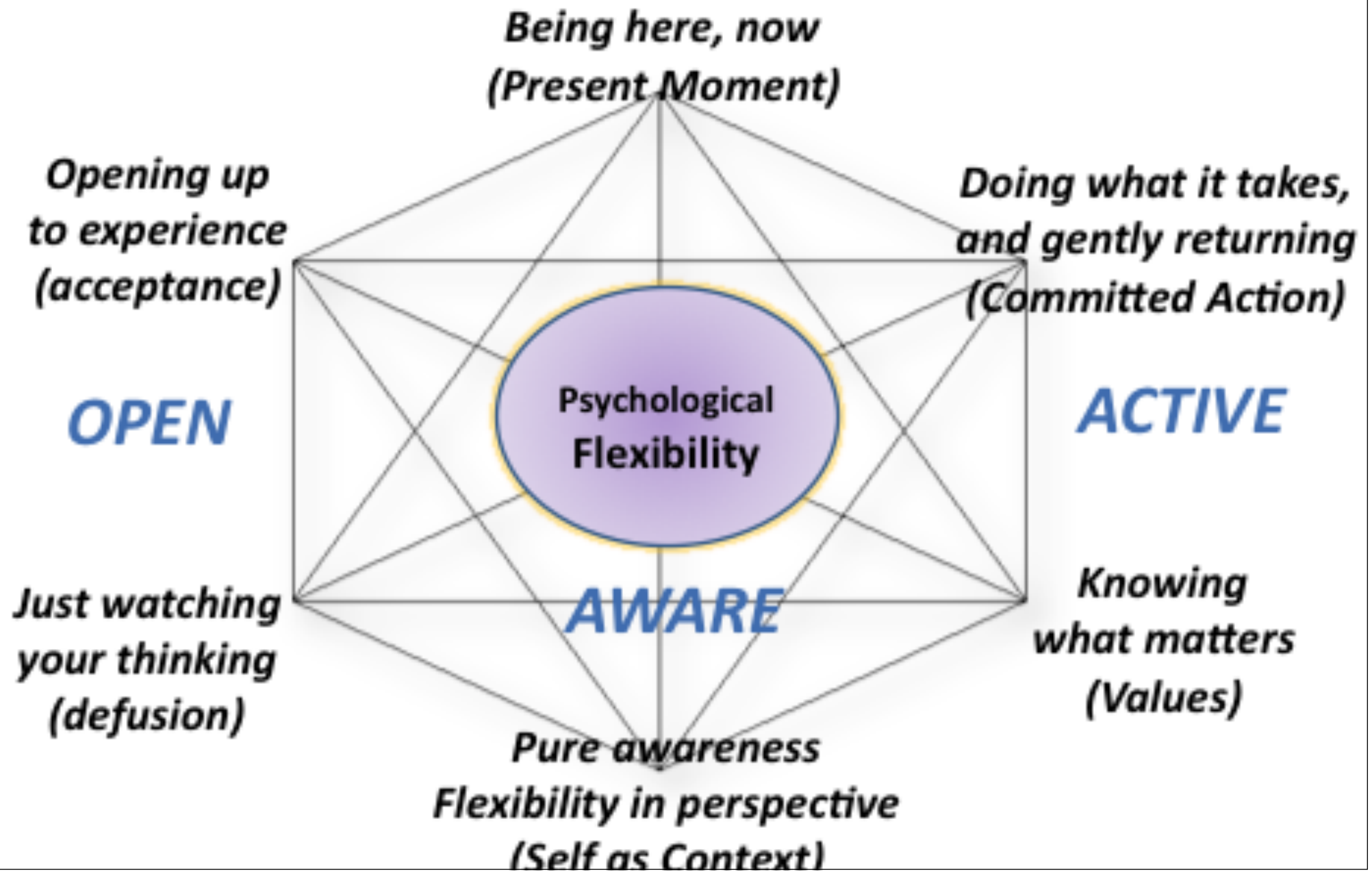


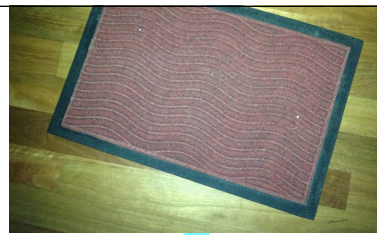


WILLINGNESS TO CALL BEHAVIOUR



The ACT Model





Don't be a
doormat

Managing
empathy

?

Skillful
Pro-
sociality





**PRO-SOCIALITY
≠ UNASSERTIVE**

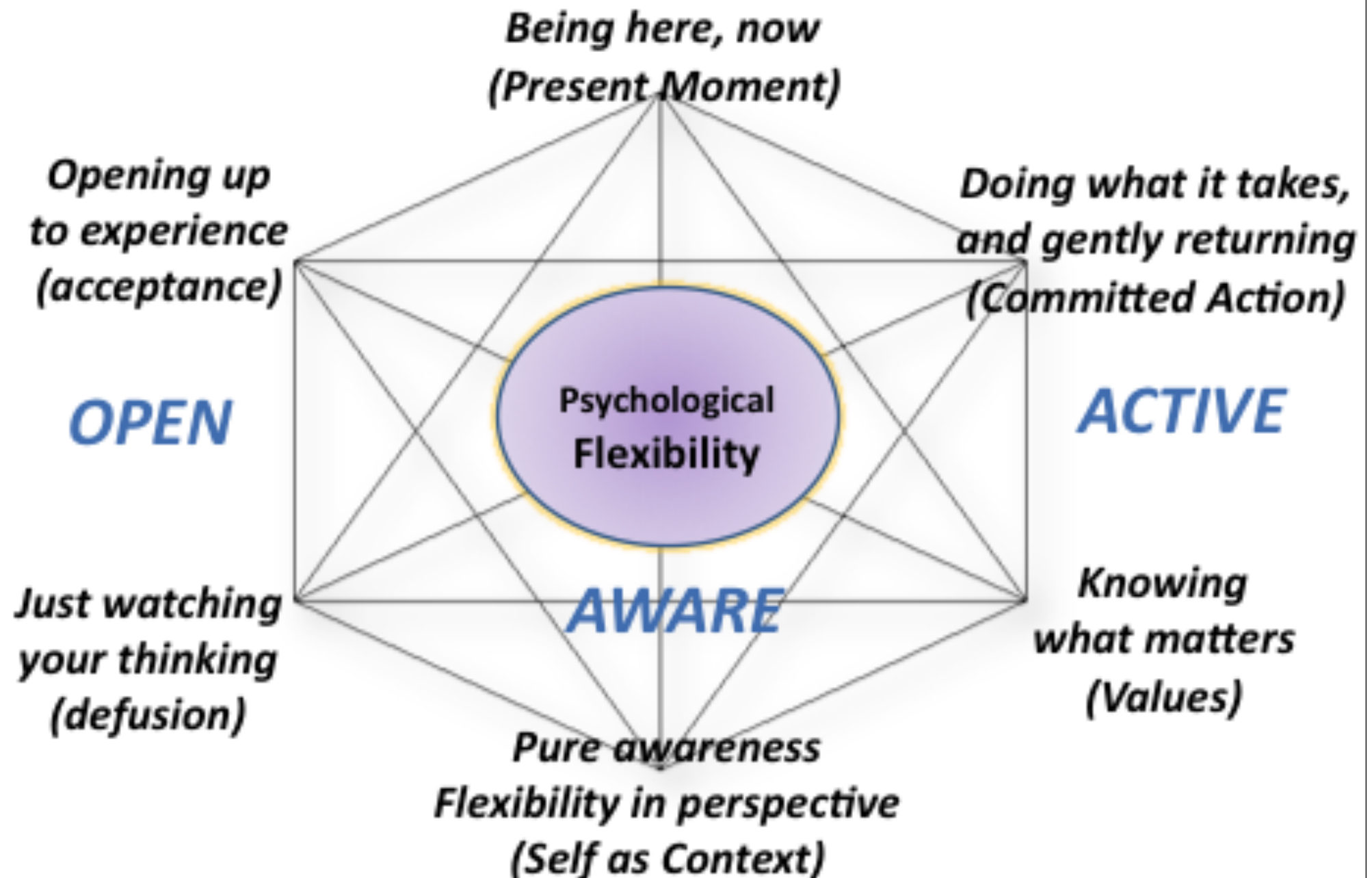
WILLINGNESS TO ASK
FOR WHAT YOU NEED

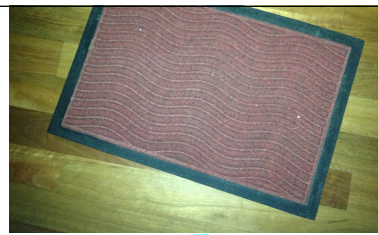


WILLINGNESS TO SET LIMITS



The ACT Model





Don't be a
doormat

Managing
empathy



Skillful
Pro-
sociality





FREELY CHOSEN PRO-SOCIALITY



Don't be a
doormat

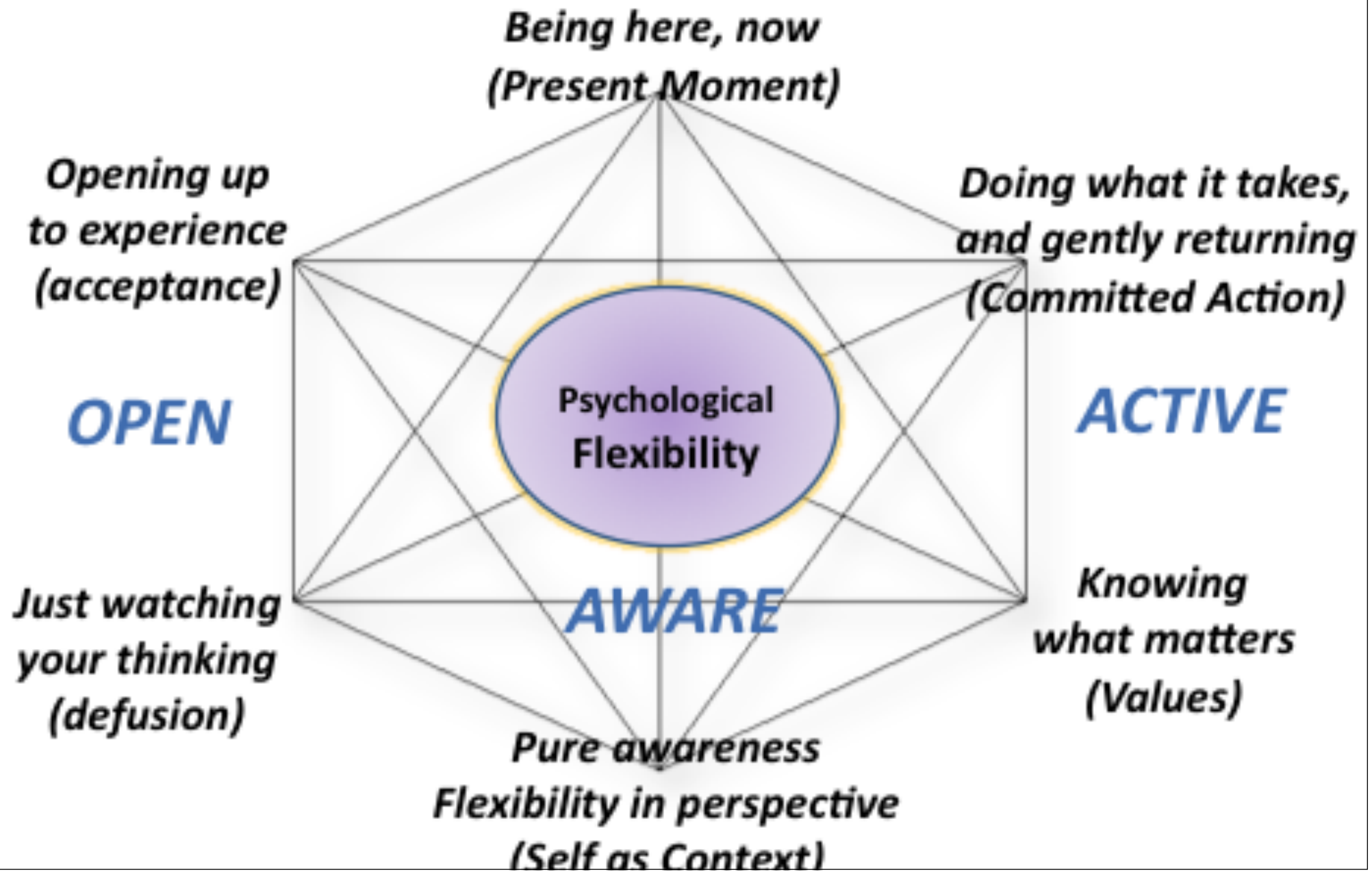
Managing
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Freely
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The ACT Model



IDENTIFYING MARKERS OF PSYCHOLOGICAL FLEXIBILITY

APPLYING THIS TO YOUR OWN CAREER

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