

**THE JOY OF
WORKING**



EDSO in action

EDSO in action: Designed by Benno Bos, www.joyofworking.nl
Inspired by Simon Sinek, www.leaderseatlast.com

Endorphins

The purpose: to mask physical pain

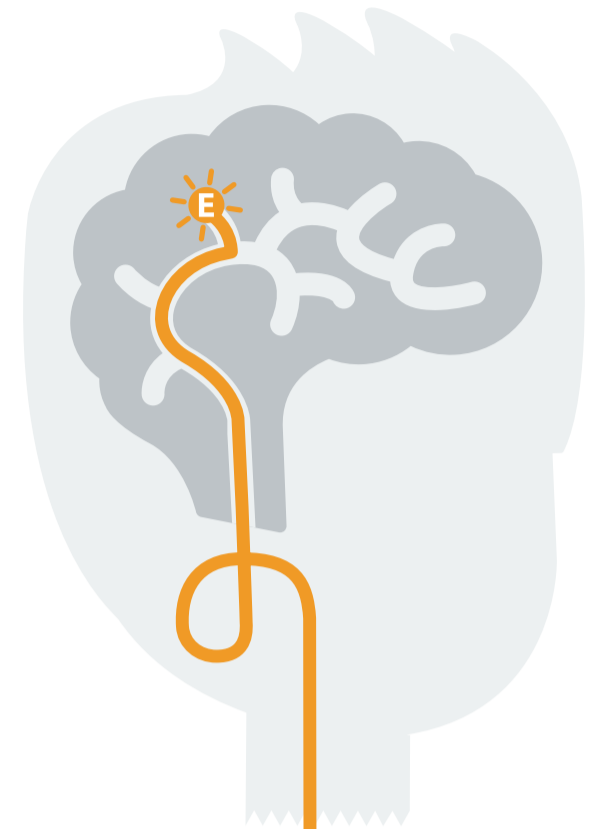
Example



You're running and pushing yourself to the limit.



After a while your muscles start to hurt.



Your brain releases endorphins.



Your pain is masked so that you can keep running.



We experience this as a "runner's high"



Endorphins are also released by... laughing



Haha that's funny



Hahaha that's REALLY funny



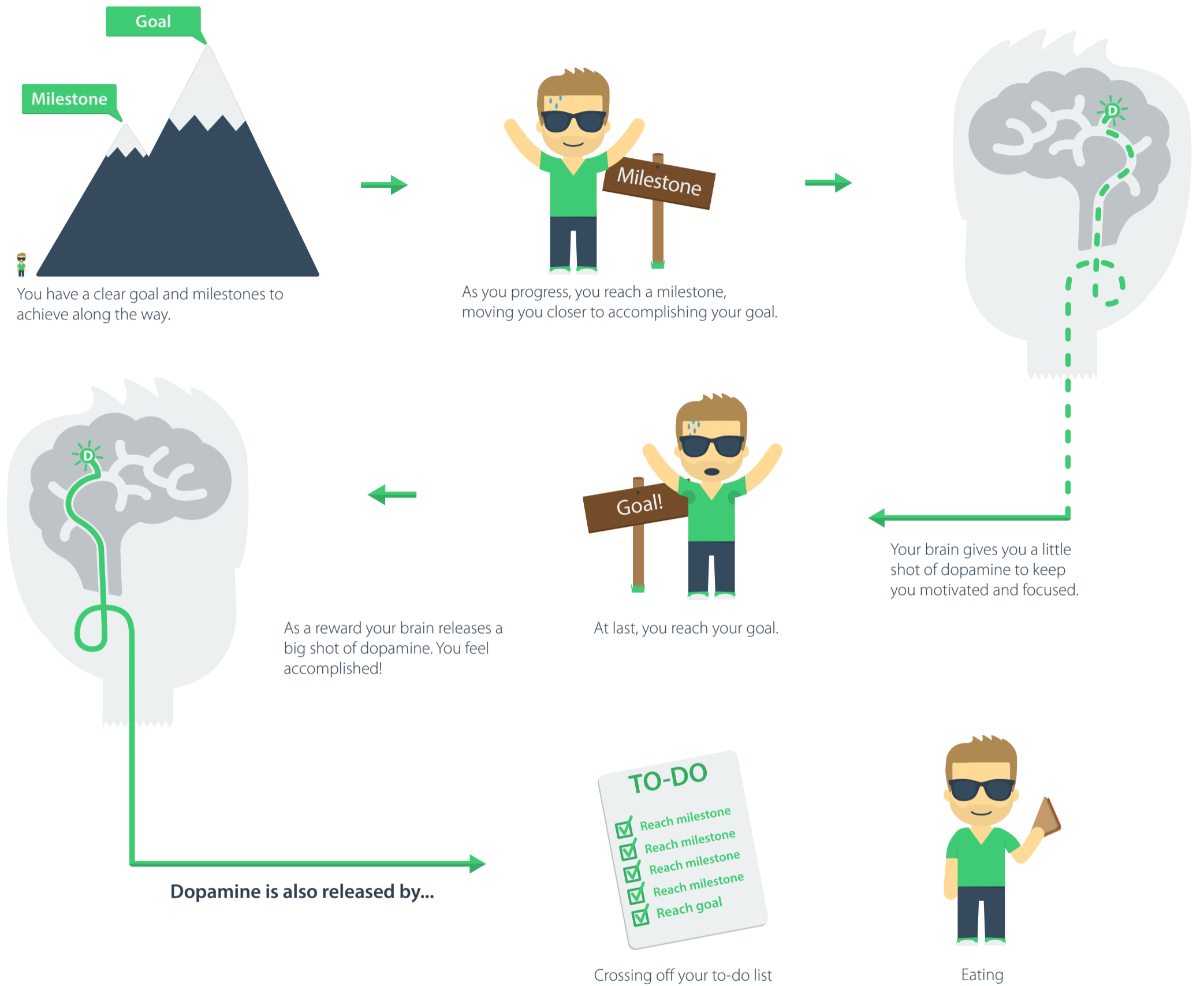
Stop, stop, it hurts!

At the point where laughing starts to hurt the endorphins have run out.

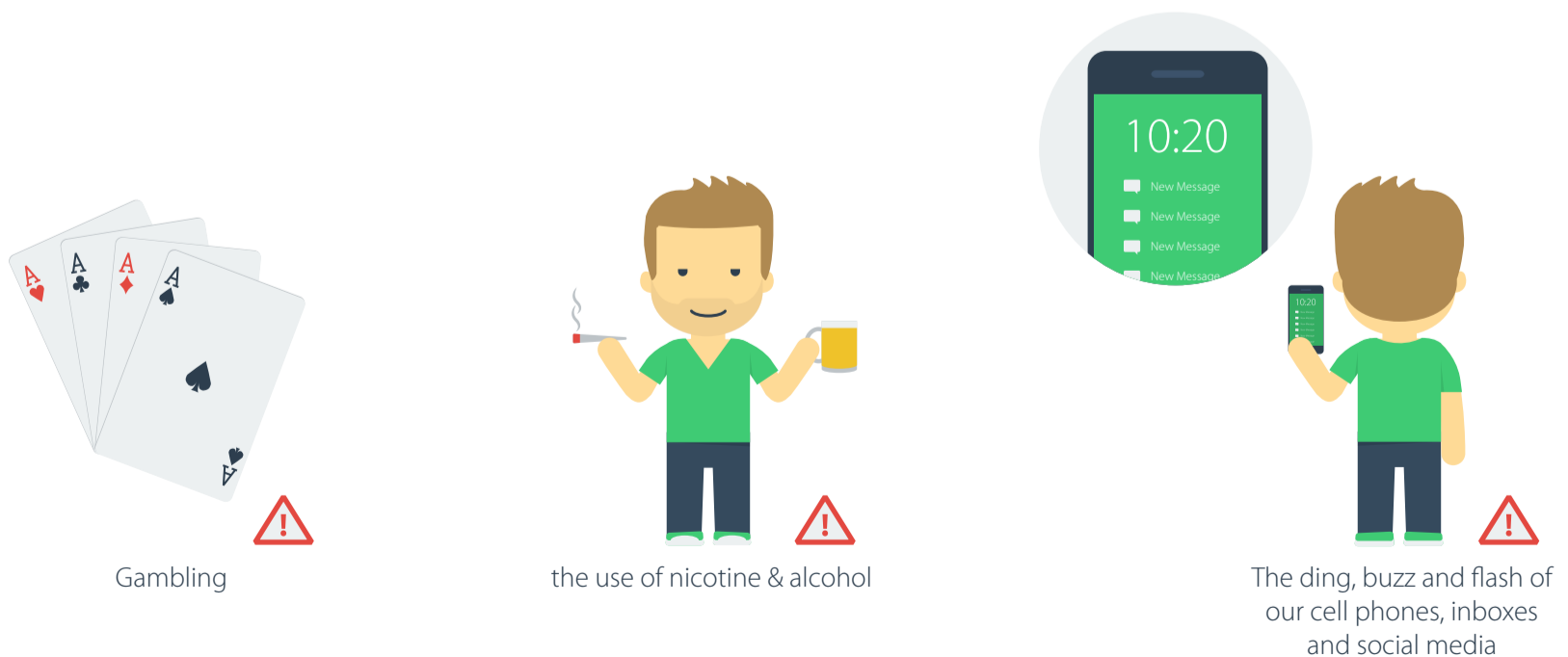
Dopamine

The purpose: to help you reach your goals

Example



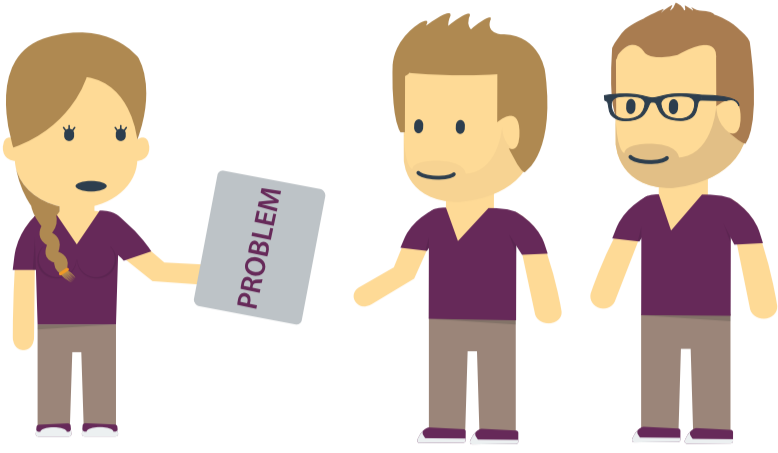
⚠ However, dopamine comes with a warning label ... It is highly, highly addictive. Other things that release dopamine:



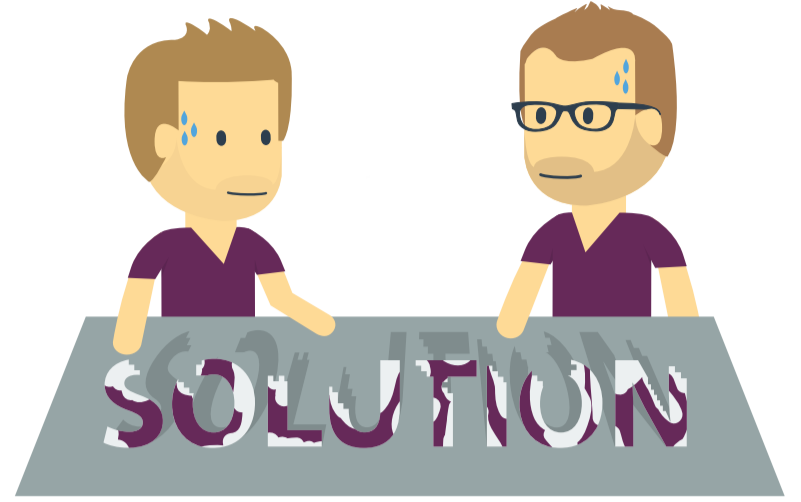
Serotonin

The purpose: to strengthen our human bonds

Example



A team leader is faced with a challenging problem to solve. She turns to her team for help.



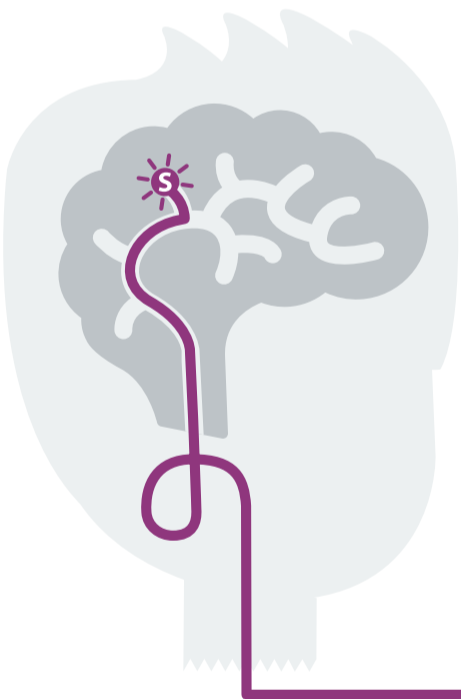
The team comes together, works hard and finds a solution to this complex and important problem.



As she accepts the award, she gives all the credit to her team for the hard work they did.



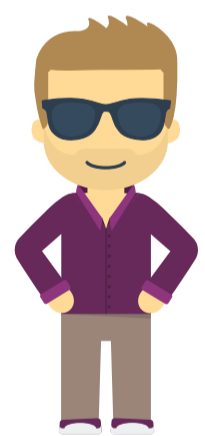
The team leader receives an award for solving the problem.



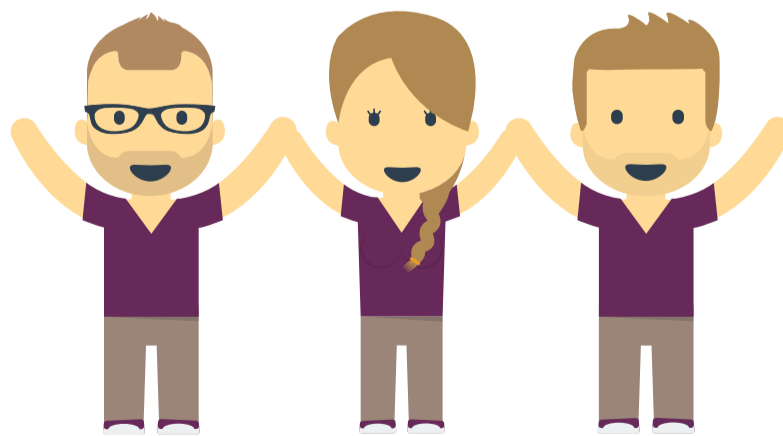
At this exact moment, both the team leader and her team get a boost of serotonin. This gives them the feelings of ...



...confidence and pride.



...respect and status.



Serotonin reinforces the human bond between leader and team, coach and player, teacher and student, parent and child.

Oxytocin

The purpose: to help us serve others

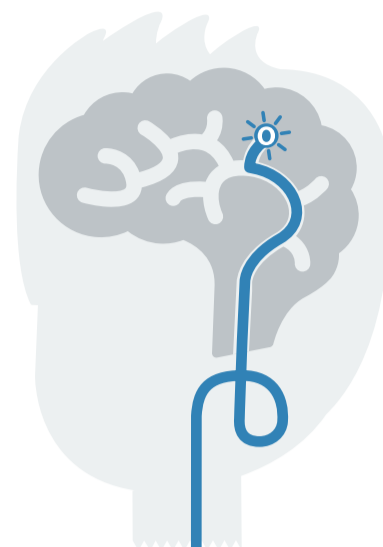
Example



As you're walking, the person in front of you drops a bunch of papers.



Without hesitation, you stop and help.



As a result of helping someone else, you and the person you've helped get a boost of oxytocin.

Oxytocin is contagious. As it turns out, simply witnessing an act of kindness provides a boost of oxytocin. Someone who witnesses an act of kindness is more likely to do something good for someone else when the opportunity rises.

Oxytocin is also released by...



Human contact, like a handshake, high-five and a hug.



Giving of our time and energy, expecting nothing in return... like volunteering for charity, rather than simply writing a cheque.



Sending a hand-written letter instead of sending an email.



Effects of oxytocin



With higher levels of oxytocin in our bodies, we are less susceptible to the addictive nature of dopamine and we are better able to cope with stressful cortisol. We are more likely to trust and cooperate with one another and accomplish remarkable things together.



With higher levels of oxytocin in our bodies, our immune system is stronger. People who live in service to others are healthier!

Cortisol

The purpose: to protect us from possible danger

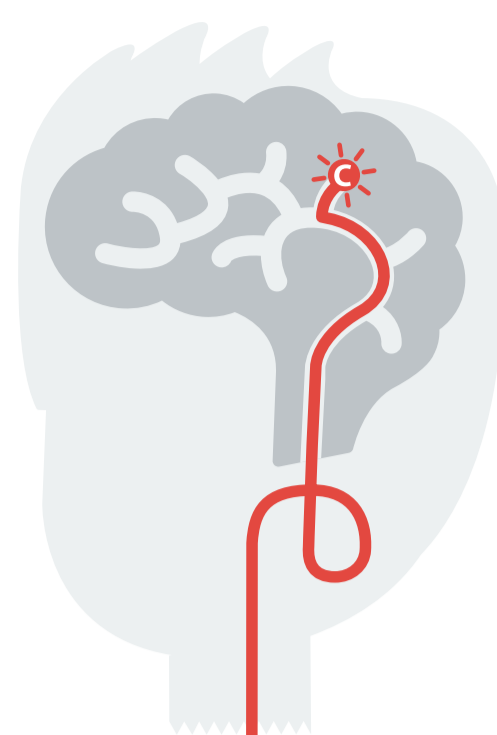
Example



You're walking down the street.



You find yourself in a dangerous situation.



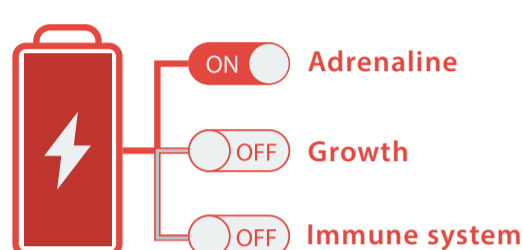
As a reaction, your brain releases cortisol, which is the initial fight or flight response.



When you are safe, you take a deep breath, wait for cortisol to leave your bloodstream, and relax again.



Adrenaline is released into the bloodstream, giving you energy to get away or boost your strength to face the danger.



When cortisol is released, your body prioritizes where energy should be spent. Things that aren't necessary in that moment are shut down.

Unfortunately, when we have cortisol in our bodies more often than we're supposed to, it can be destructive.
If we are in a job where we don't feel safe and that our superiors and colleagues don't care for us, we feel stressed.



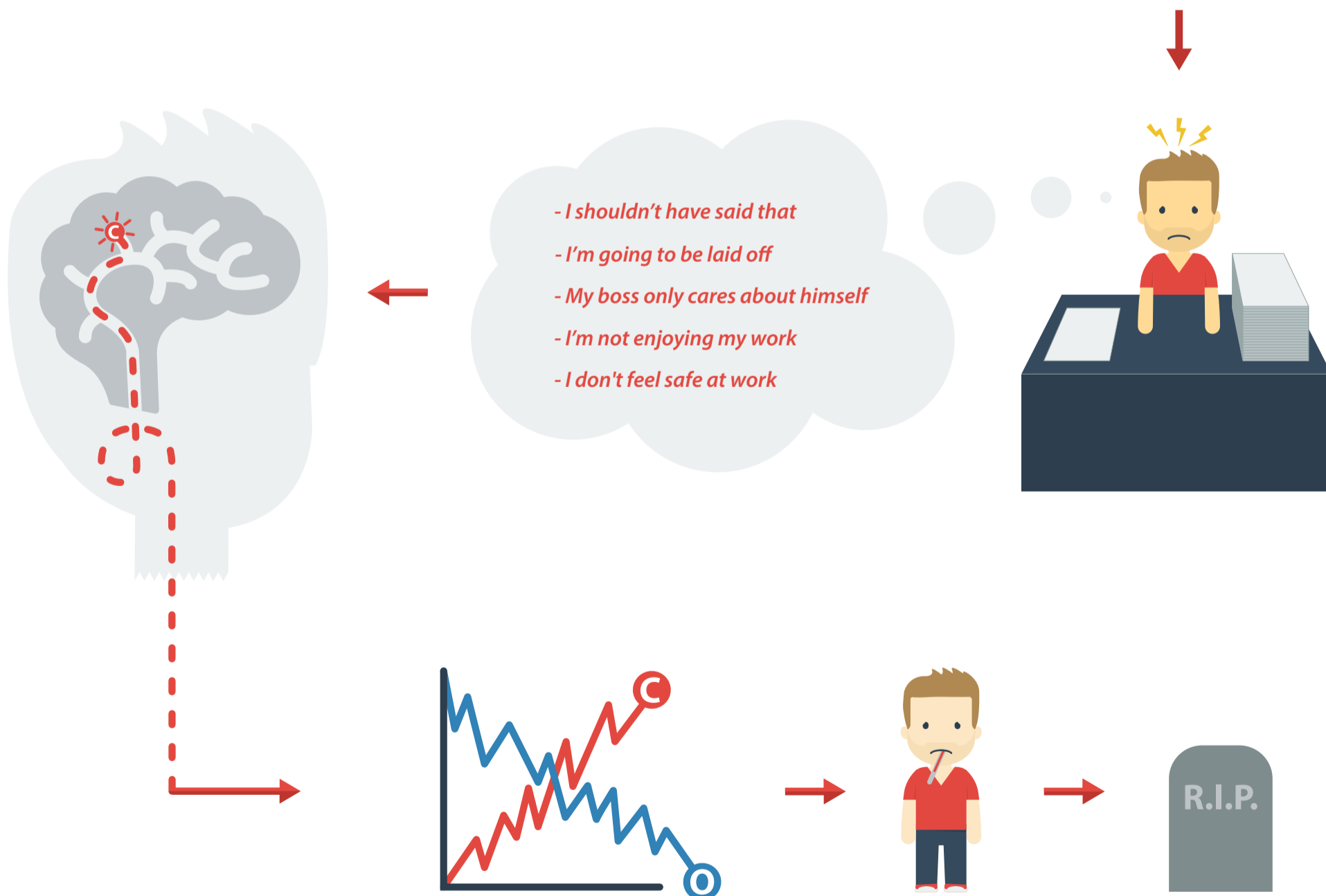
"I have an idea that may help solve this problem"

"That's a terrible idea. Let's move on."

Haha, that really was a terrible idea!

You are at a team meeting and you build up the courage to share your idea. Your boss, yet again, dismisses your idea and humiliates you in front of the group.

This scenario plays over and over in your head



This feeling of stress and fear is responsible for a constant stream of cortisol in our bodies. This can cause a distrust of others and even paranoia.

We focus on protecting ourselves and our own self-interests. When our levels of cortisol go up, the amount of oxytocin in our system goes down. With low levels of oxytocin, we are less likely to trust, cooperate and work together to overcome the obstacles.

This combination of high cortisol and low oxytocin weakens our immune system. This increases serious health issues, like cancers, heart or vascular diseases.

In other words, stressful jobs are killing us. If we don't feel safe at work, we will die younger.