

# CONNECTABLE

How to Strengthen Team  
Connection in the New  
Era of Work

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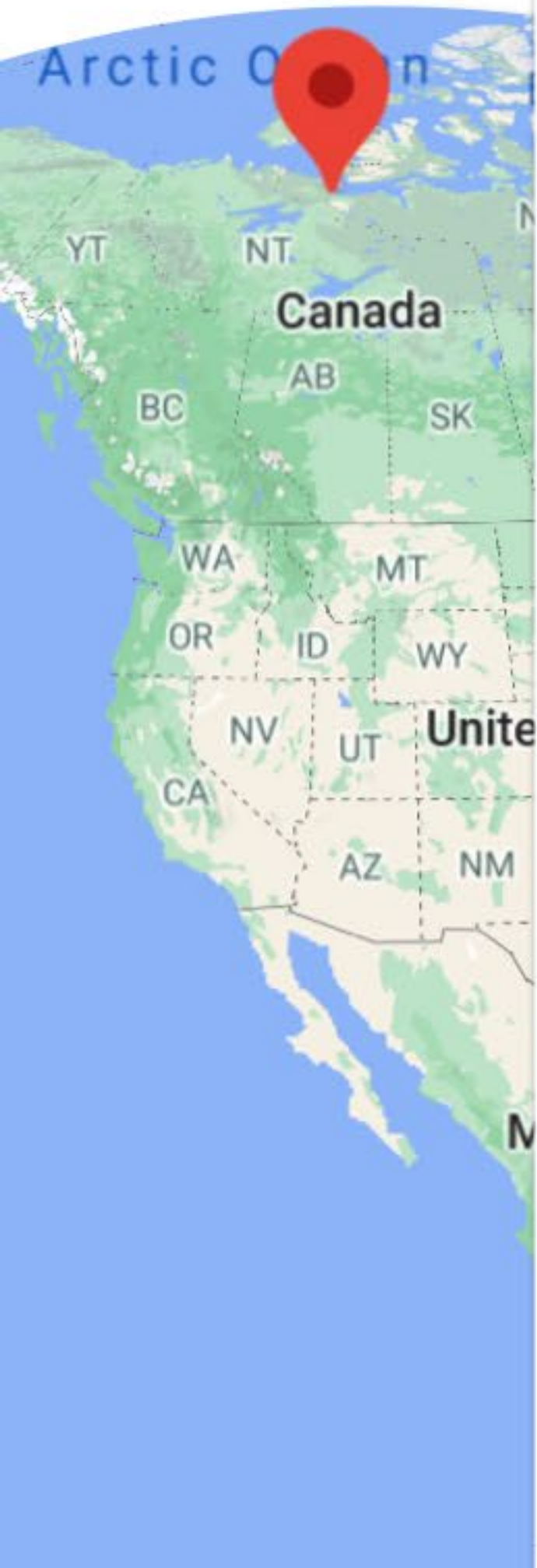
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Does **social**  
**connection** *really*  
matter?



# Kugluktuk

Pop. 1,491





Does **social**  
**connection** (at work)  
*really* matter?



**Isolation and  
disconnection**  
make your team...

**7x** more likely to  
**disengaged.**

**5x** more likely to  
**miss work.**

**3x** more likely to  
**underperform.**

**3x** more likely to  
**quit.**

# YOU'LL GAIN...



Ability to improve **well-being, collaboration & performance...**  
via stronger **team connection.**

Renewed personal **commitment to connection.**





What's the **science**  
of connection?





**Connecting with others** (even strangers) makes us **feel good** whether we're the **initiator or receiver...introverted or extroverted.**  
We all **benefit from connection.**



**Our brain misleads us.**

**Commit to connection.**

**The strength of ourselves,  
teams, and communities  
depends on it.**

# SCIENCE OF DISCONNECTION

W H Y   Y O U R   B R A I N   M I S L E A D S   Y O U



**Disconnection**  
was **deadly.**

Body went into a  
**protective stress state.**

Brain = increased  
**threat surveillance.**

Disconnection is  
**disruptive.**



**How is *your brain* misleading  
you about *connection*?**



**Connections**  
don't have to be  
**continual** to be  
**beneficial.**



What's the **state** of  
connection?



**Connection is  
not static.**  
You're either  
**drawing closer  
or apart.**

# FAMILY MATTERS



Rush | Slide | "Hooray!"

Apple tv+

JASON SUDEIKIS

# TED LASSO



Shush | Hide | Pray



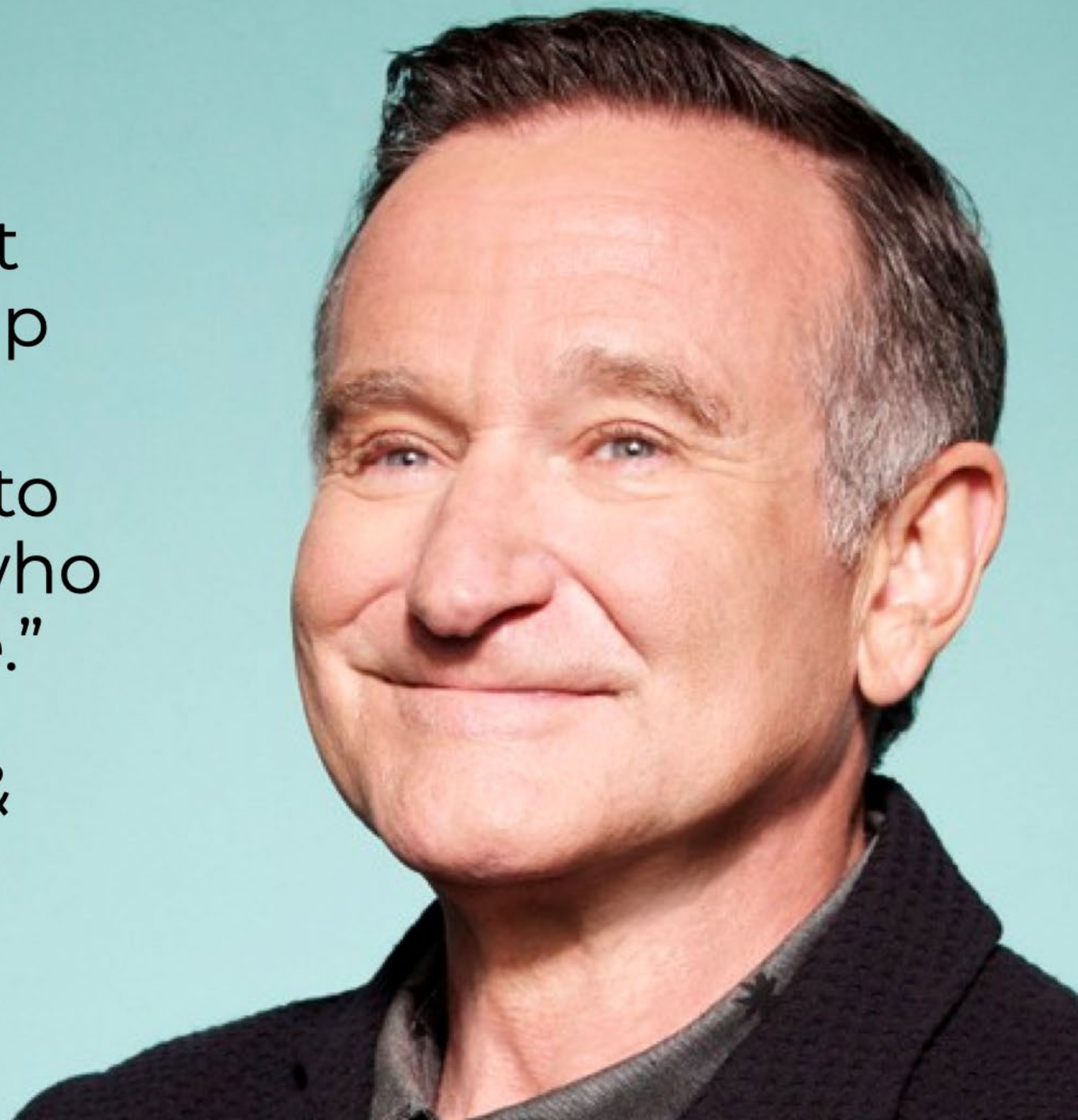
**Loneliness** is **not** the absence of people.  
It's the absence of **connection**.



“I used to think the worst thing in life was to end up all **alone**. It’s not.

The worst thing in life is to end up around people who make you...**feel all alone.**”

**-Robin Williams**, actor & comedian



# STATE OF CONNECTION

W O R L D W I D E



**72%**

of global workers **feel disconnected at least monthly**; with 55% saying at least weekly.



**69%**

of employees **aren't satisfied** with the **opportunities for connection** in their workplace.



**79%**

of **Generation Z** report sometimes or always feeling lonely. (**Most of any generation.**)



**3 in 5**

employees say their **leaders aren't doing a good job** promoting or discussing connection.

**90%** of employees suffering from isolation or disconnection say they **would not tell their supervisor.**

**We're not  
finding  
company  
at our  
company.**





What's at **stake** if  
we don't connect?




**The definitive answer to a long and healthy life is...**  
**Quality Connections with Others**




# STAKES OF DISCONNECTION


W H E N T E A M B E L O N G I N G I S H I G H

-  **RECRUITMENT** > **167%** More likely to **recommend their employer.**


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-  **PERFORMANCE** > **56%** Increase in **job performance.**

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-  **ENGAGEMENT** > **75%** Reduction in **employee sick days.**

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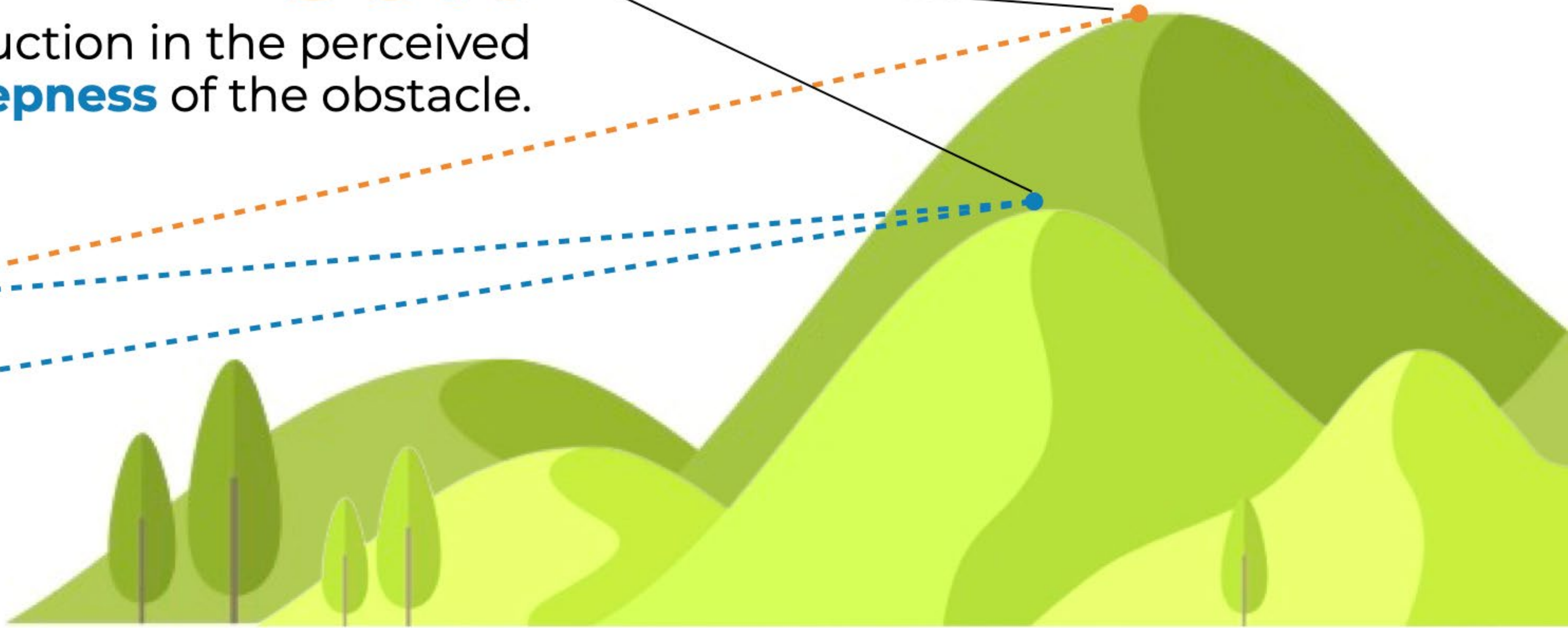
-  **RETENTION** > **313%** Less intent to **quit their job.**

# IMPROVED RESILIENCE

IS AT STAKE

30%

reduction in the perceived  
**steepness** of the obstacle.







**What is **30% steeper** for you  
or your team due to **isolation**?**



**Connection** is  
*now* the **most**  
**valuable**  
**workplace**  
**currency.**



**3 key items** for  
cultivating better  
connection.



**What does the **human**  
**brain seek** 5x per second?**

**#1 Connection Key**

**Psychological  
Safety**

# CASE FOR PSYCH SAFETY

P R O V E D I N 1 9 3 3



Joseph Strauss

Completed **ahead of schedule.**

Increased **productivity by 25%.**

The bridge cables were constructed **4x faster** than had been considered possible.

# CASE FOR PSYCH SAFETY

P R O V E D I N 1 9 3 3



During construction, **19 workers accidentally fell** into the safety net.

Workers weren't **focused on their safety but rather their success.**

**Psychological safety is the net** for today's modern workers to be **seen, heard, and valued.**



**What *safety nets* need to be in place to make your team feel *seen, heard, and valued*?**





Mandela's  
**safety net**  
was **space.**  
**Speak last.**



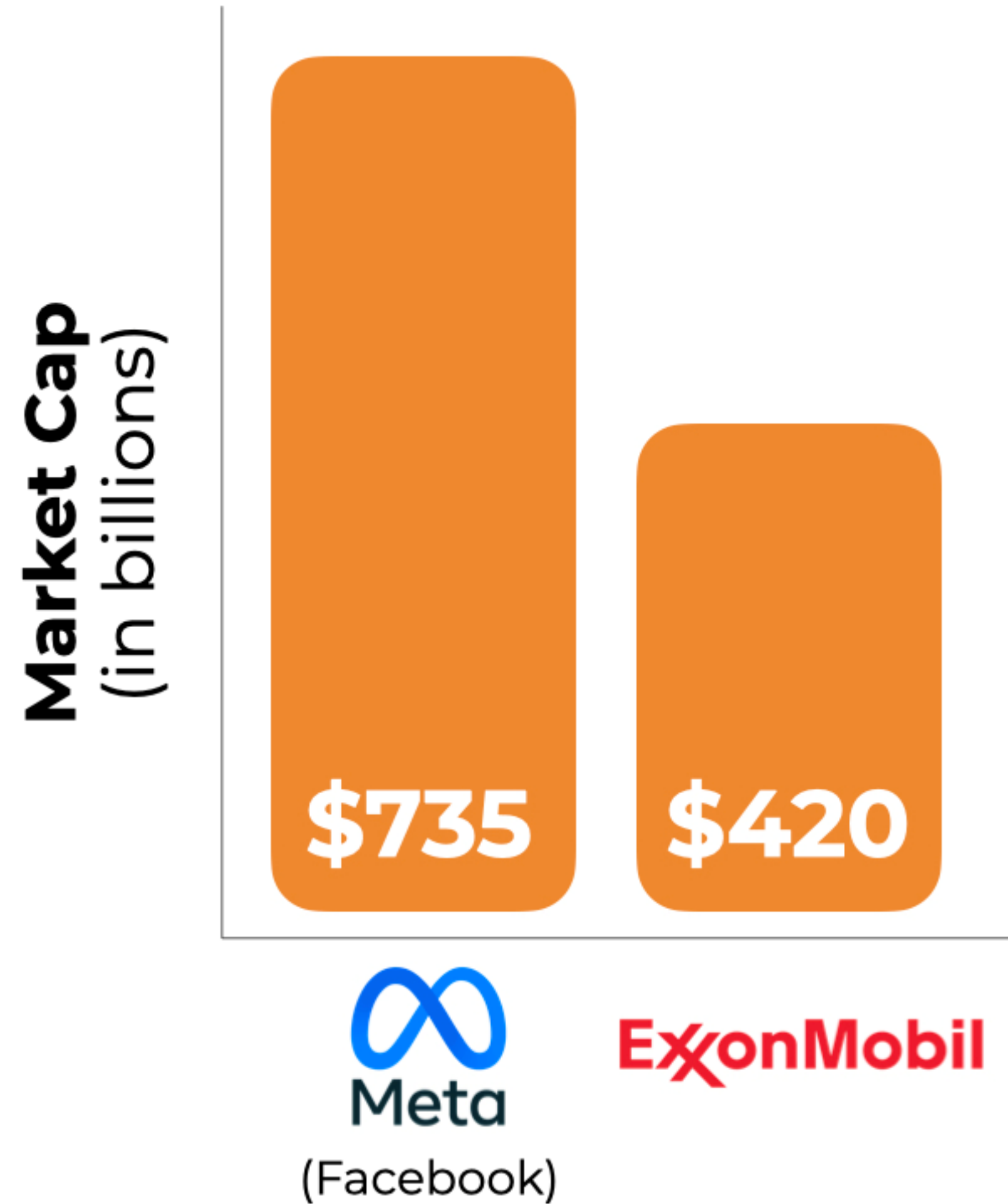
**What is the **most valuable resource** on the planet?**

**#2 Connection Key**

**Attention**

# MOST VALUABLE RESOURCE

O N T H E P L A N E T



**Attention** is the new oil in today's economy.

**When is disconnection reduced?**

When **attention is received.**

**Want to make team members more connected?**

**Wield your attention well.**

Undivided. Fully.

# THE POWER OF TURN-TOWARD

J O H N G O T T M A N R E S E A R C H



**Studied how regularly married couples would turn-toward or engage with requests for connection or “bids”.**

**Turn-Toward Bids:**

**33%**

=

**After 6 Years:**

**Couples Divorced**

**87%**

=

**Couples Together**

Relationships are stronger when two **people respond to each other's requests for connection.**



**Does your team feel your undivided attention?**

A woman with short white hair and glasses is leaning in to listen to a man with curly hair and a beard. The woman is wearing a blue turtleneck sweater and is smiling slightly. The man is wearing a blue button-down shirt and is looking up and to the right with a thoughtful expression. The background is a bright, modern office space with large windows.

## Listening to Grasp:

When a colleague comes to her with an issue, she prefaces the conversation by asking...

**Do you want me to share, fix, or grasp?**



**What is the most isolating profession?**



**#3 Connection Key**

**Clarity**

# WHO BETTER TO LEARN FROM

A B O U T I S O L A T I O N

How did she avoid loneliness?

## Clear Direction.

Clarity in the **mission**, their **roles, tasks**, and daily **routines**.

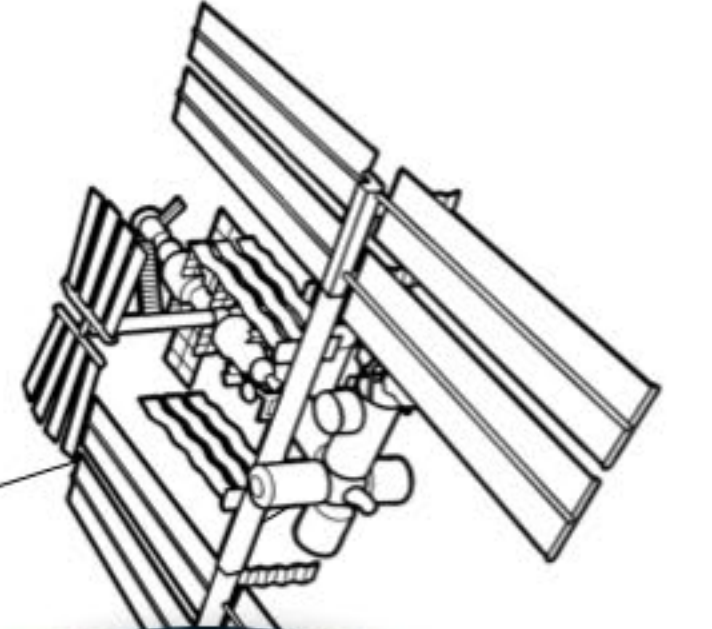


254 miles

↻ 5,097x

328 days

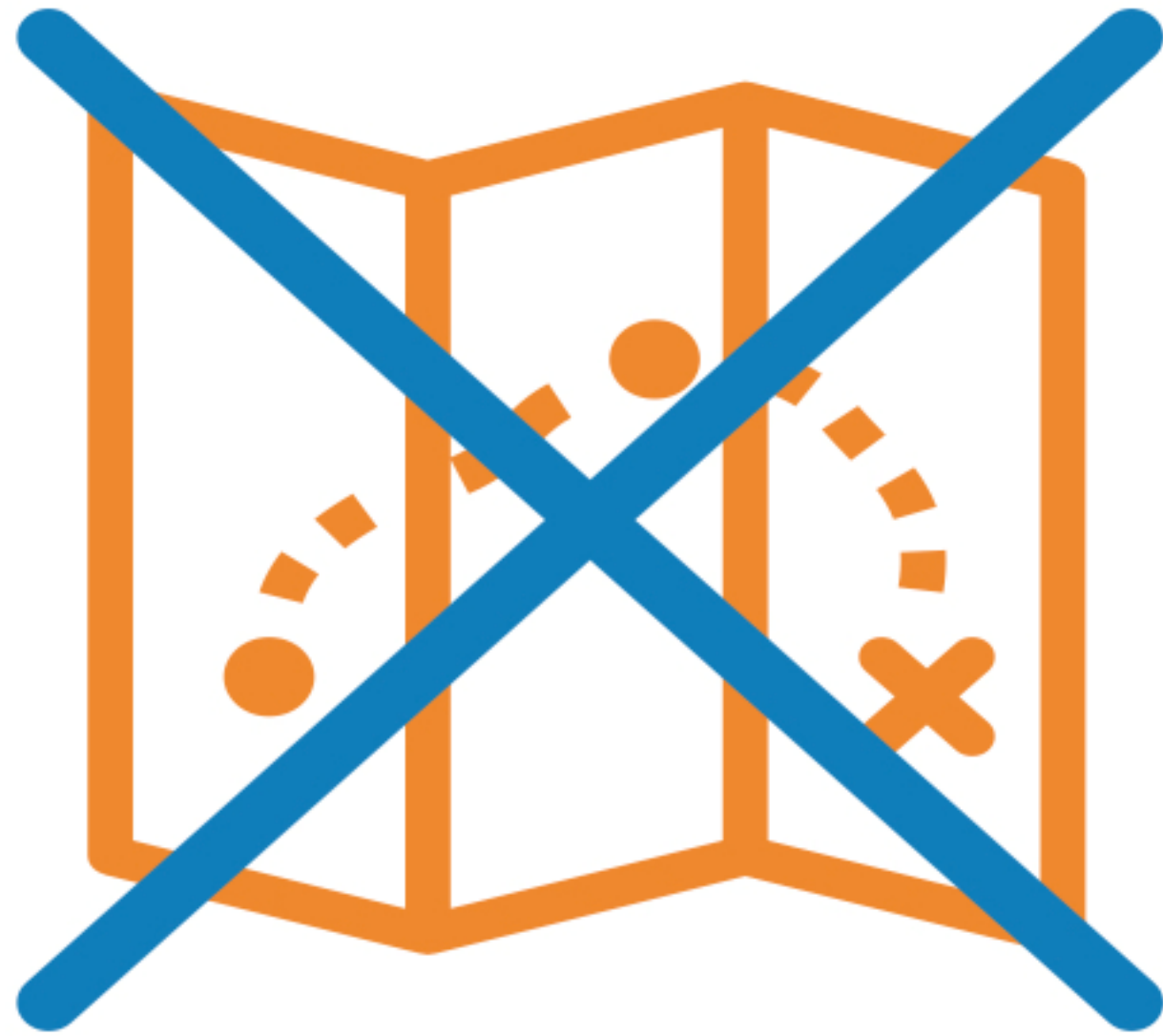
11 people



"Regimentation is not a problem on the space station. Having **a sense of purpose every single minute** of your day is one of the things that helps us get through those long periods of isolation. Regimentation can really help."

# LACK OF CLEAR DIRECTION

LEADS TO ISOLATION



**Carter Cast**, former  
CEO of Walmart.com

“When people face a problem with a lot of **unknowns**, they often **pull back, isolating themselves** rather than seeking the advice they need. People get scared and retreat.”

“The loneliest I have ever been was when I was managing at scale and I just **did not know** if I was doing it right. I did not know who I could talk to.”

**Confusion spurs alienation.**  
**Clarity cultivates connection.**



**Where is a **lack of clarity**  
hindering your team's  
**connection?****

## **Responsibility Statement:**

Do what's asked and ask lots of questions.

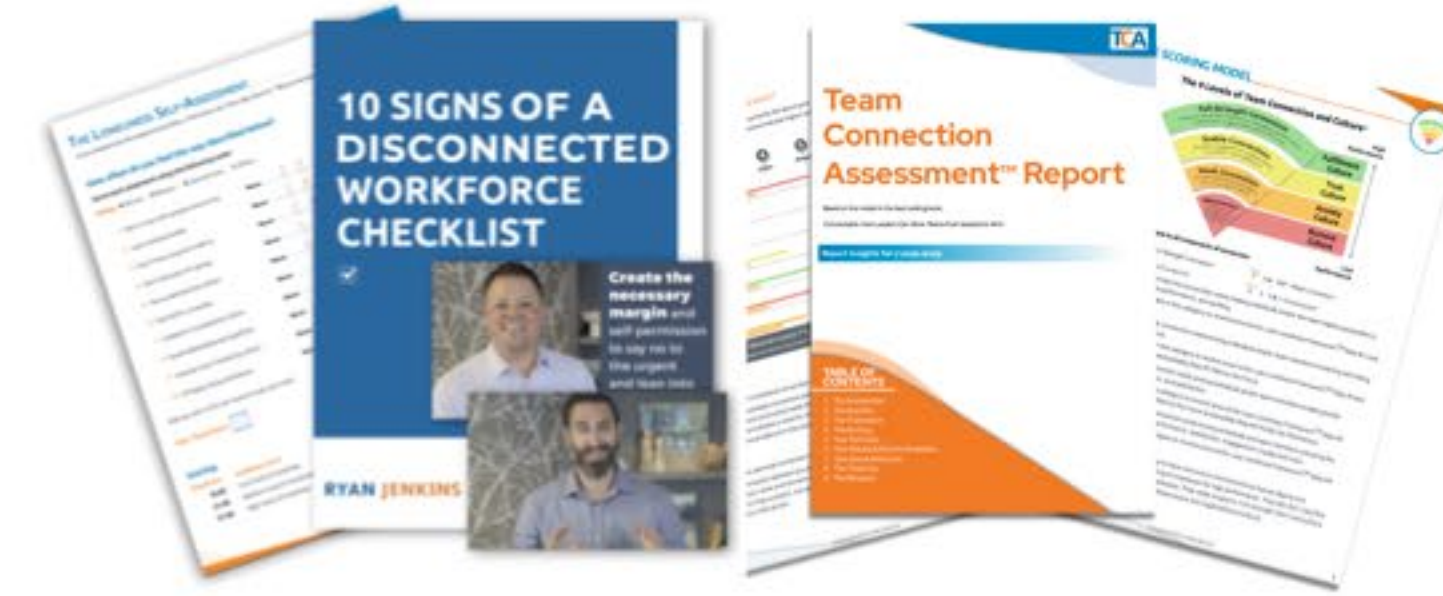




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**connection** (at work)  
*really* matter?

# What questions do you have?

Top



## THE CONNECTION KIT



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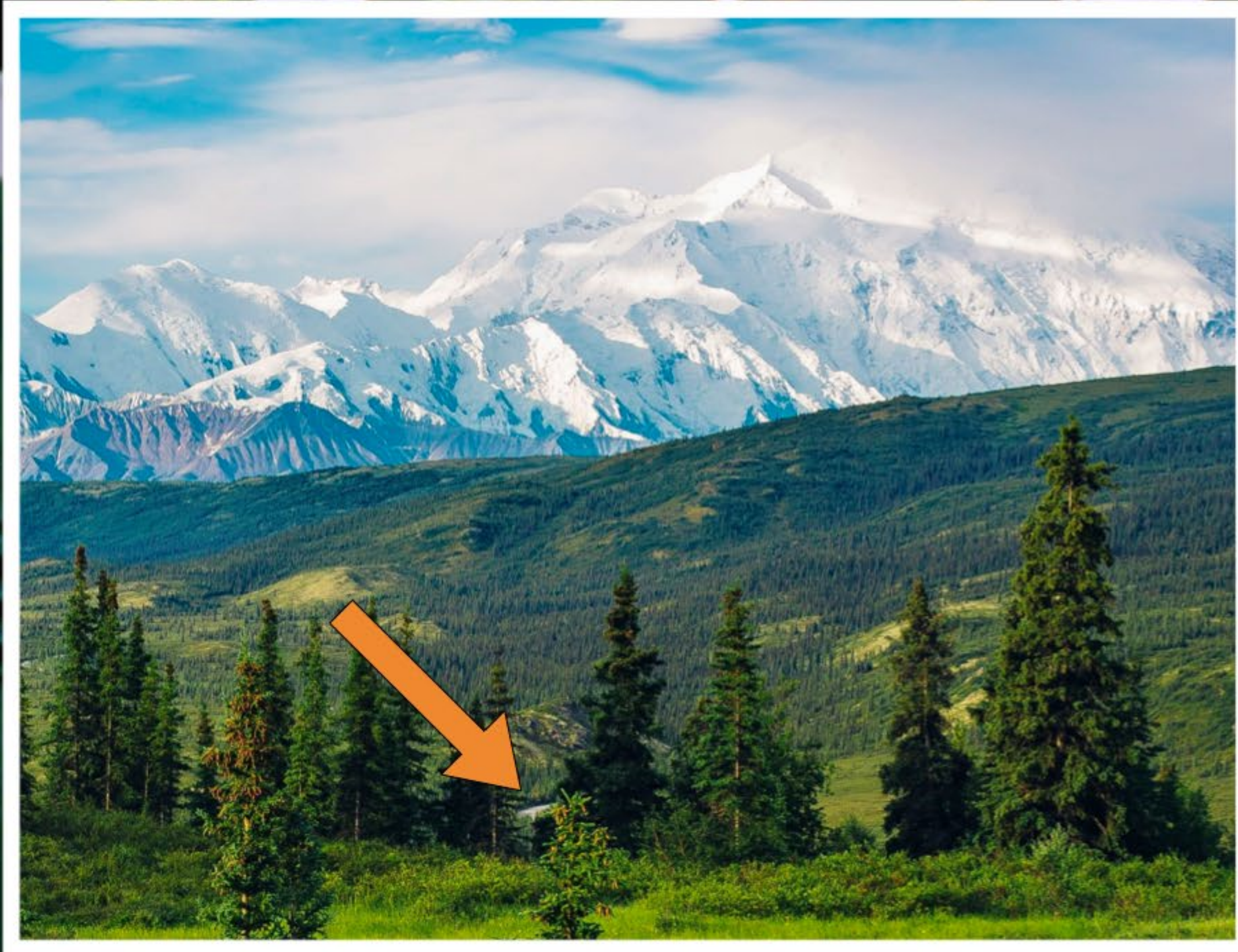
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Questions, connect, or hire Ryan at...  
[ryan@ryan-jenkins.com](mailto:ryan@ryan-jenkins.com)



- The Connection Self-Assessment & Improvement Guide (PDF)
- 10 Signs of a Disconnected Workforce Checklist (PDF)
- 4-Part Video Series
- Team Connection Assessment™ (Custom Tool)



Happiness is only real when... **shared.**



**Be**

**connectable.**

# THANK YOU



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# REFERENCES

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- How to Lessen Loneliness and Boost Belonging at Work by Ryan Jenkins 2020: <https://www.entrepreneur.com/article/352081>
- The Happiness Lab with Dr. Laurie Santos: <https://www.happineslab.fm/season-1-episodes/mistakenly-seeking-solitude>.

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