CONNECTABLE

How to Strengthen Team Connection in the New Era of Work

Ryan Jenkins
WSJ Bestselling Author & Speaker
RyanJenkins.com

@theRyanJenks
Does social connection really matter?
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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
WHY YOUR BRAIN MISLEADS YOU

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.
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

WORLDWIDE

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
WHEN TEAM BELONGING IS HIGH

- **RECRUITMENT** → 167% More likely to recommend their employer.
- **PERFORMANCE** → 56% Increase in job performance.
- **ENGAGEMENT** → 75% Reduction in employee sick days.
- **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

PROVED IN 1933

Completed ahead of schedule.

Increased productivity by 25%.

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

Joseph Strauss
CASE FOR PSYCH SAFETY
PROVED IN 1933

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
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

John Gottman Research

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

Turn-Toward Bids:

33% = 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?
Listening to Grasp:
When a colleague comes to her with an issue, she prefaxes the conversation by asking...

Do you want me to share, fix, or grasp?
What is the most isolating profession?
#3 Connection Key
Clarity
How did she avoid loneliness?

Clear Direction.

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

"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

“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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Ryan Jenkins
WSJ Bestselling Author, Speaker & Consultant
@theRyanJenks
ryanjenkins.com
Happiness is only real when... shared.
Be connectable.
THANK YOU

Ryan Jenkins
WSJ Bestselling Author, Speaker & Consultant
@theRyanJenks

Questions, Connect, or Hire Ryan...
ryan@ryan-jenkins.com
REFERENCES

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