

# Psychology of Work

As human beings, we often consider ourselves to be in control of our choices, decisions, interactions with others and reactions to the environment. However, this is a misconception. A lot of the time, our actions are unknowingly guided by psychological dynamics which were formed many years ago.

Our aim is to inform individuals and organisations about psychological dynamics that can potentially disrupt work life and show ways in which you can take control of your dynamics to limit the disruptive aspects of our psychology.



# Philosophy

When problems arise at work, they usually have nothing to do with finance, operations or the organisation itself... In reality, it is human psychology that lies at the heart of many 'organisational' problems. For example, a person's stubborn nature can sabotage their work, which can result in conflict with colleagues without an understanding of the fundamental "reasons" for that behaviour.

Many organisations try to resolve these people-related issues with recruitment, operational changes or regulatory reform. However, such efforts only provide temporary, surface-level solutions, rather than addressing the issues that cause the problem in the first place. In other words, organisations often attend to symptoms rather than root causes... Our philosophy is to address the critical, fundamental issues and consult with our clients to establish long term strategic solutions rather than focus on symptomatic, surface level analyses.

## Speaker



Leyla Varan Sartore completed her BSc in Psychology at City University London followed by an MSc degree in Organisational Behaviour at the London School of Economics. She worked part-time at Thompson Dunn Limited and then moved back to her native Istanbul to begin her career as a Consultant Psychologist. She has experience in the Human Resources and Marketing functions in the Financial Technology sector, as well as consulting and training experience with multinational organisations. She continues to deliver training and consultancy to global companies, exploring how psychology informs the world of work.

# Remote Training

Live online training sessions (12 hour full package)

# Living with Eyes Closed

## Full Program

This training focuses on the effect that psychology has on people and life using the Transactional Analysis framework. It gives individuals the opportunity to become acquainted with different sides of their personality and teaches them a simple, yet very effective, model for understanding people.

The training continues with a focus on the main dynamics of communication, which explains how and why problems arise in our interactions. We look at how life is shaped, focusing particularly on early childhood decisions, and how these decisions potentially affect our relationships today.

Later, participants have the chance to see how the psychological dynamics we bring from childhood affect our present day, and how the different sides of our personality influence the way we react and behave in our work life. The training concludes by looking at change and transformation, and the psychological and physiological reasons behind our resistance to change.



# Training Outcomes

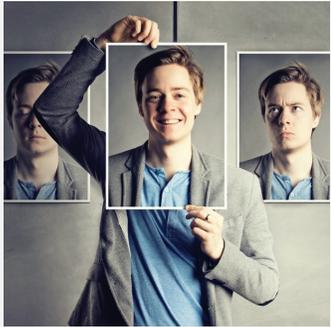
The goal of the programme is to provide individuals with an opportunity to 'get to know' and better understand both themselves and others. The better a person knows who they are and how their personality is built, the more they understand the dynamics that disrupt their emotional and work lives, and the better they are able to control them.

- ✓ Our goal is to support participants in reaching a better understanding of who they are
- ✓ Provide individuals with a personality model that they can use to better understand themselves and other
- ✓ Help participants gain insight about the psychological dynamics formed in childhood
- ✓ Show participants what potentially causes the issues they have with others across different levels of an organisation and how they can work to prevent these issues at work

# Living with Eyes Closed

## SELF-DEVELOPMENT PROGRAM

### FIRST MODULE



#### ▶ 1. Different Sides of Personality

In the first session, we look at different sides of our personality. We examine how these different sides are activated and why we behave the way we do in our daily lives.

🕒 1.5 h



#### ▶ 2. Dynamics of Communication

In the second session, we explore how we interact with the people around us. We look at the different 'ego-states' and understand how our interactions are guided by the basic rules and dynamics of communication.

🕒 1 h

### SECOND MODULE



#### ▶ 3. Formation of Life: Childhood & Life Script

In session three, we look at childhood and how it marks our experiences and shapes our lives.

🕒 1 h



#### ▶ 4. Childhood Decisions

Here, we look at past childhood decisions (under Transactional Analysis these are known as 'Injunctions') which guide our lives and influence our choices today.

🕒 2 hrs

# Living with Eyes Closed

## SELF-DEVELOPMENT PROGRAM

### THIRD MODULE



🕒 1 h

#### ▶ 5. Drivers and Working Styles

In session five, we focus on the positive and negative characteristics of Drivers ("Be Perfect, Be Strong, Please Others, Try Hard, Hurry Up") and how these can affect the way we work. We give some advice about how to manage work styles (in ourselves and in others) in order to create efficient teams.



🕒 1 h

#### ▶ 6. Defense Mechanisms

Here, we touch upon defence mechanisms formed in childhood in order to "survive". We will also learn how the 'script system' functions.

### FOURTH MODULE



🕒 1.5 hrs

#### ▶ 7. Psychology of Work

The focus of session seven is on how different sides of personality surface at work and the interactions that follow. Although diversity is valued, our differences may sometimes create problems at work. Therefore, we investigate the psychological factors that disrupt effective communication and damage relationships, and suggest ways to overcome these problems in order to work together in harmony.



🕒 1.5 hrs

#### ▶ 8. Change

In the last session, we end the training by looking at possible ways in which we can maintain our childhood decisions and dynamics under control. We will provide practical advice that can help attendees lead happier and more productive lives.

# Webinars

Live online seminars for virtual learning



## ▶ Which 'me'?: Different Sides of Personality

🕒 1.5h

In this webinar, we focus on human psychology and self-reflection. We will get to know the different sides of our personality and look at how our personalities affect our behavior. Participants will gain a new perspective of human psychology and learn a simple but very effective model for understanding human psychology. The result is an improved understanding of well-being and interpersonal relationships.



## ▶ Psychology of Work

🕒 1.5h

In this webinar, we will look at how different sides of personality surface at work. Although diversity is highly valued, some of our differences may occasionally create problems at work. Therefore, we investigate the psychological factors that can disrupt communication and damage relationships and suggest ways to overcome these problems in order to promote harmonious and collaborative working relationships.



## ▶ On Adjusting

🕒 1h

In this webinar, we will explore how we can 'stay strong' in the face of uncertainty and change within the framework of Transactional Analysis. Taking into consideration the changing circumstances brought upon us by the Covid-19 pandemic, we will demonstrate how to better cope with and adjust to changing circumstances.