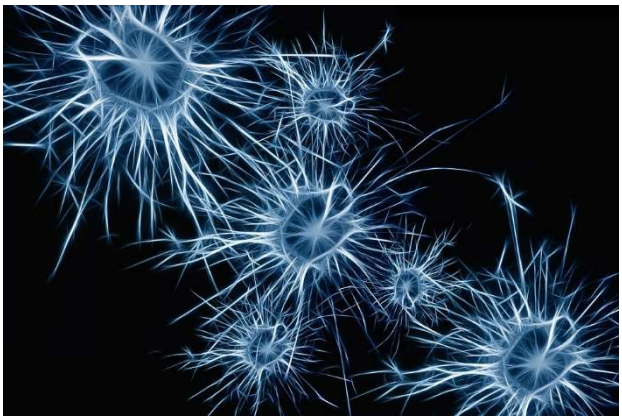
UPTION

Brug nu hjernen!

Hvis du vil være mere innovativ eller have mere psykologisk tryghed i teamet.

Hvis du vil lede forandringer mere effektivt…



Hvad ved vi om hjernen?

Hjernen er plastisk – altså den kan formes. Det betyder blandt andet, at din identitet ikke er nær så fastlåst, som psykologer hidtil har antaget. Din personlighed kan ændres.

Hjernen udvikler sig hele tiden og bliver ikke gammel, hvis du stimulerer hjernen. Hjernen skaber hele tiden nye forbindelser og danner hele tiden nye nerveceller – nerveceller forbinder sig via synapserne. Det betyder, at du hele tiden bør udfordre din hjerne. Du er altså ikke for gammel til at lære nyt.

Hjernen kan skabe en virkelighedsoplevelse. Hjernen kender ikke forskel på, at du tænker dig til en virkelighed og at du rent faktisk har oplevet virkeligheden. Det betyder, at du kan forestille dig en situation, uden at have været der. Du kan altså mentalt træne en situation, blot ved at tænke.

De forbindelser du bruger ofte bliver stærkere. De forbindelser du bruger sjældent visner. Det du gør ofte, kalder vi vaner og personlighed. At skabe nye koblingerne i hjernen er måden du lærer på.

Vi ved ikke, hvor lang tid, der skal til for at ændre en vane. Det ser ud til, at afhænge af person, motivation og situation. Men vi ved, at det handler om at blive ved og gentage de nye forbindelser, dermed visner de gamle forbindelser. Gentagelse og vedholdenhed er altså vigtige dyder, hvis du vil lære nyt.

Hjernen gør det, der er nemt. Den genbruger gammel viden, hvis den kan finde gammel viden. Den bruger gamle forbindelser, hvis de nye forbindelser ikke er stærke nok. Du kan selv være bevidst om at skabe nye tanker og dermed ny adfærd og følelser, så du ikke hænger fast i gamle overbevisninger og følelser.

Hjernen kan ikke lide usikkerhed. Hjernen er designet til, at passe på dig. Den vil hellere tolke et sanseindtryk som usikkert end sikkert. Den vil nødig overse en risiko: ”Undskyld jeg tog fejl, det var faktisk en sabeltiger bag den busk…” Det gælder dog ikke, når du har forklaret hjernen, at det bare er en leg. Så giver den mere slip og bliver mere villig til nye ting.

Hjernen har antagelser og overbevisninger. Hjernen digter og gætter på baggrund af en række sanseindtryk og gamle erindringer. Hjernen laver altså om på virkeligheden, for at gøre virkeligheden nemmere at forstå. Det betyder, at vi ikke altid får den fulde information. Det betyder også, at vores hjerne af og til ikke støtter os i forandringer.

Hjernen opfatter helt små informationer. Et blink med øjet eller et skuldertræk. Alle disse informationer indgå i tolkningen af den situation du er. Det betyder, at du ubevidst får masser af informationer.

I en lille del af din hjerne sidder Amygdala din hurtige ”agent 007”. Amygdala reagerer hurtigt. Den er hurtigere end dine pandelapper og din Neocortex. Vi kalder det Amygdala kapringer, når du uden at tænke dig om, bliver grebet af store følelser. Eller når du handler før du tænker dig om.

Dette er blot et lille udsnit af den hjerneforskning, der kunne være relevant at kende til, når du skal håndtere forandringer og øge innovationen i dit team.

Hvordan kan du lede forandringer bedre?

Start med at tænke over, hvilke tanker du får, når du tænker på forandringer! Dine tanker – er udtryk for, hvad din hjerne har gang i. Dine tanker vil påvirke din adfærd.

Lav en lang liste med fordele ved forandringer generelt. Skriv mindst 30 svar på disse spørgsmål: Hvorfor er forandringer vigtige? Hvad kan man lære under en forandring? Hvad gjorde du sidste gang, der virkede? Hvilke støttende tanker er vigtige for at håndtere en forandring? Hvilke forandringer har været meget vigtige for verden?

Lav dernæst en lang liste med fordele ved den konkrete forandring, som du står midt i. Skriv mindst 30 sætninger.

Prøv at lave samme øvelse sammen med dine medarbejdere. Tag en fælles snak om hvilke gode ting, der kan komme ud af en forandring.

Jo oftere I taler om forandringer, som noget der er godt og at det har givet gode ting for jeres team. Jo mere vil alles hjerner blive støttet i at håndtere forandringer.

Jo oftere jeres team ”leger” – altså gør uforudsete ting, kreative ting. Jo bedre vil I træne både hjernen, men også den psykologiske tryghed i teamet.

Se eventuelt denne video: To reach beyond your limits by training your mind | Marisa Peer | TEDxKCS https://youtu.be/zCv-ZBy6_yU (17 minutter).

Træning og leg forbedrer hjernens evne til forandringer og innovation. Se denne video sammen med teamet og gør team mødet sjovere med mere fysisk aktivitet. The disruptive power of exercise | Dr. Wendy Suzuki | TEDxACCD https://youtu.be/BzCxpNUxg2U (19 minutter).

Hvis du vil vide mere

Se denne video: How We Learn - Synapses & Neural Pathways https://vimeo.com/142378753

Se denne video: Peter Lund Madsen om hjernen og kreativitet (2014)

https://www.youtube.com/watch?v=3P1LEpjlHHg

Læs bogen ”Hjernen er stjernen - dit eneste uerstattelige organ” af Kaja Nordengen

Læs bogen “Deviate” af Beau Lotto om perception, innovation og forandringer

Se videoen: The Neuroscience of Creativity, Perception, and Confirmation Bias | Beau Lotto https://www.youtube.com/watch?v=vR2P5vW-nVc

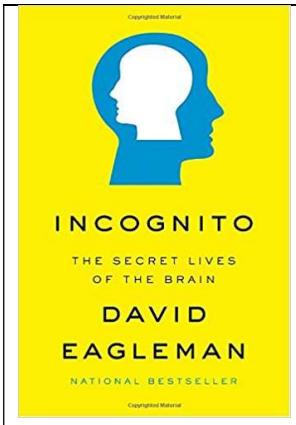
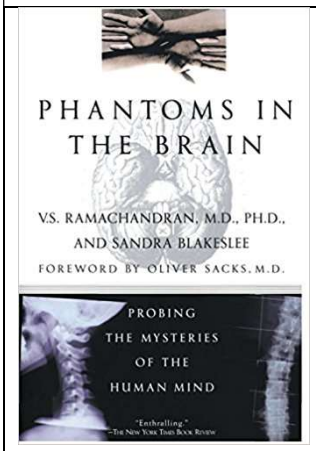
Læs bogen “Hjernesmart ledelse” af Anette Prehn

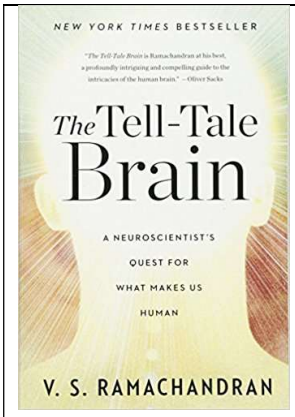
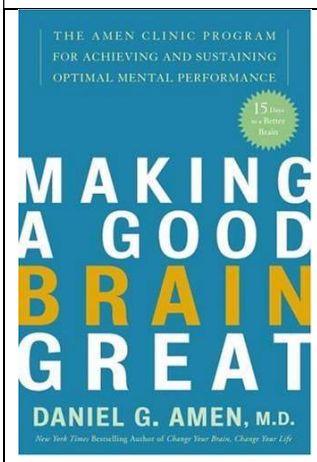
Amazing Facts about Your Brain http://www.youtube.com/watch?v=wpcD8cbZIxY

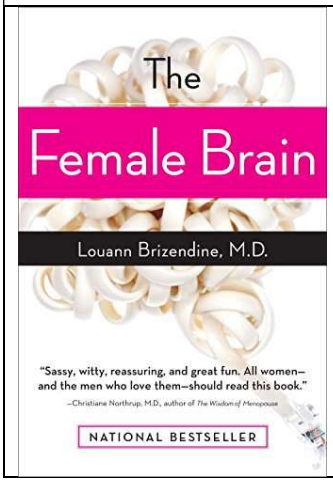
Læs bogen Klog er noget man øver sig på” af Sofie Münster

Disse ”brainy books” bliver anbefalet på www.success.com -

http://www.success.com/blog/5-brainy-books-to-read-if-you-want-to-be-a-badass:

	If the conscious mind—the part you consider to be you—is just the tip of the iceberg, what is the rest doing? In this sparkling and provocative new book, the renowned neuroscientist David Eagleman navigates the depths of the subconscious brain to illuminate surprising mysteries: Why can your foot move halfway to the brake pedal before you become consciously aware of danger ahead? Why do you hear your name being mentioned in a conversation that you didn't think you were listening to? What do Ulysses and the credit crunch have in common? Why did Thomas Edison electrocute an elephant in 1916? Why are people whose names begin with J more likely to marry other people whose names begin with J? Why is it so difficult to keep a secret? And how is it possible to get angry at yourself—who, exactly, is mad at whom? Taking in brain damage, plane spotting, dating, drugs, beauty, infidelity, synesthesia, criminal law, artificial intelligence, and visual illusions, *Incognito* is a thrilling subsurface exploration of the mind and all its contradictions.
	Neuroscientist V.S. Ramachandran is internationally renowned for uncovering answers to the deep and quirky questions of human nature that few scientists have dared to address. His bold insights about the brain are matched only by the stunning simplicity of his experiments -- using such low-tech tools as cotton swabs, glasses of water and dime-store mirrors. In *Phantoms in the Brain,* Dr. Ramachandran recounts how his work with patients who have bizarre neurological disorders has shed new light on the deep architecture of the brain, and what these findings tell us about who we are, how we construct our body image, why we laugh or become depressed, why we may believe in God, how we make decisions, deceive ourselves and dream, perhaps even why we're so clever at philosophy, music and art. Dr. Ramachandran's inspired medical detective work pushes the boundaries of medicine's last great frontier -- the human mind -- yielding new and provocative insights into the "big questions" about consciousness and the self.

	The subtitle of this book is “A Neuroscientist’s Quest for What Makes Us Human,” and that through line makes this book accessible, wildly entertaining and ultimately useable. Ramachandran explores everything from mirror neurons, a region of the brain with mind-bogglingly deep implications for how we relate to and understand each other, to synesthesia, a disorder in which people’s neurological wiring gets crossed and people taste shapes and hear colors. In understanding the brain at its best and its most terrifyingly broken, you really do begin to understand the processing power, and most importantly, the perspective that creates this human experience. In peeking under the hood at the processes that drive our mental functions, much like Eagleman, Ramachandran helps the reader not only better understand the brain, but also begin to transcend the algorithms that invisibly steer our behavior.
	There are many amazing things in this book, but what I liked most about it is how practical and applicable it is—from how to protect your brain from subtle damage that can accrue to how to defeat ANTs (Automatic Negative Thoughts) and regain control of your brain and your mind. I have used the strategies in this book for years now. This is one of the most immediately useable books on the brain I’ve ever read. Daniel Amen, M.D., one of the world’s foremost authorities on the brain, has news for you: your brain is involved in everything you do—learn to care for it properly, and you will be smarter, healthier, and happier in as little as 15 days! You probably run, lift weights, or do yoga to keep your body in great shape; you put on sunscreen and lotions to protect your skin; but chances are you simply ignore your brain and trust it to do its job. People unknowingly endanger or injure their brains, stress them by working at a frenzied pace and not getting enough sleep, pollute them with caffeine, alcohol, and drugs, and deprive them of proper nutrients. Brain dysfunction is the number one reason people fail at school, work, and relationships. The brain is the organ of learning, working, and loving—the supercomputer that runs our lives. It’s very simple:

	when our brains work right, we work right—and when our brains have trouble, we have trouble in our lives. Luckily, it's never too late: the brain is capable of change, and when you care for it, the results are amazing. *Making a Good Brain Great* gives you the tools you need to optimize your brain power and enrich your health and your life in the process. The principles and exercises in this book, based on years of cutting-edge neuroscience research and the experiences of thousands of people, provide a wealth of practical information to teach you how to achieve the best brain possible. You will learn: •how to eat right to think right •how to protect your brain from injuries and toxic substances •how to nourish your brain with vitamins and do mental workouts to keep it strong •the critical component of physical exercise, and which kinds work best •how to rid your brain of negative thoughts, counteract stress, and much more Full of encouraging anecdotes from Dr. Amen's many years of experience, *Making a Good Brain Great* is a positive and practical road map for enriching and improving your own greatest asset—your brain.
	Whether you're male or female, this is a must-read book. The book details the phases and changes that a woman's brain goes through (physically and hormonally) from childhood to post menopause and everything in between. For me, it really helped me understand the neurological underpinnings of the female perspective, and for my wife (who has read this book now multiple times), it helped her put words to her thoughts, feelings and maturation as a woman. Discussing the book and its

	concepts helped us both communicate better and ensure that we were speaking the same language. Every brain begins as a female brain. It only becomes male eight weeks after conception, when excess testosterone shrinks the communications center, reduces the hearing cortex, and makes the part of the brain that processes sex twice as large. Louann Brizendine, M.D. is a pioneering neuropsychiatrist who brings together the latest findings to show how the unique structure of the female brain determines how women think, what they value, how they communicate, and whom they'll love. Brizendine reveals the neurological explanations behind why • A woman remembers fights that a man insists never happened • A teen girl is so obsessed with her looks and talking on the phonebout sex e • A woman knows what people are feeling, while a man can't spot an emotion unless somebody cries or threatens bodily harm Women will come away from this book knowing that they have a lean, mean communicating machine. Men will develop a serious case of brain envy.