

3 on 13

3 things from EP
to make life
better.

NOVEMBER 13 · 2021

Emanuelson-Podas produces the **3on13 Newsletter** on the 13th of every month in the hopes of putting in your hands three things that will help make your life better. Entries may include quotes, reminders, jokes, random recipes, book recommendations, advice, or anything else that might make you think, make you smile, or make you a better, happier human being. **Got something worth sharing? Send it to 3on13@epinc.com**

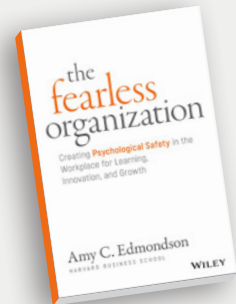
1 | Good Conversation = Good Ideas

We all talk a good game, right? We tell people about our amazing company cultures, and how we value creative thinking, and how we want people to express new, interesting ideas. But really, how good are we at encouraging the good conversations that led to these good ideas?

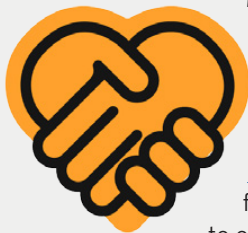
Paul Axtell's recent *Harvard Business Review* article, "[Make Your Meetings a Safe Space for Honest Conversation](#)," lays out two key items necessary for eliciting good ideas: giving permission and creating safety. They seem straightforward on the surface, but there are important layers. And even the best companies have a hard time hitting the mark consistently.

Similarly, Amy C. Edmondson's excellent book, [The Fearless Organization: Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth](#), details in-depth, practical guidance for encouraging the best employee input.

Good leaders want the best from their employees. Getting it takes effort and intentionality.



2 | Random Acts of Feel Good



Many of you know that we're fans of [Dr. Laurie Santos](#) — cognitive scientist, [TED-talk giver](#), teacher of the most popular course in Yale's history (titled *Psychology and the Good Life*), and creator of [The Happiness Lab](#). Her work focuses on the latest scientific research on factors impacting our well-being and happiness.

In her [Science of Wellbeing](#) newsletter, she recently authored an article titled "[Why Doing Good for Others Is Good For You](#)." In it she says writes that "It turns out that merely concentrating on doing good for another human being makes can make us feel a little more connected to them. And feeling connected to other people is a great way to feel a bit better." AND she presents the research to support the idea.

What if we all tried this together? What if we all did something — even on the small side — for someone else? Who's in?

3 | Odds and Ends

- We like cookies. Here are two of our favorites... [here](#), and [here](#).
- After last issue's overview of [the trust equation](#) ($T=C+R+I$ divided by S), an architect friend shared this [Simon Sinek "Performance vs. Trust" video](#). It's just over two minutes long and is well worth a watch.
- Holocaust survivor, kindness advocate, and inspirational [TED-talk giver](#) Eddie Jaku — the self-proclaimed "happiest man on Earth" — [died last month at the age of 101](#). His is an amazing story. Here's his [memoir](#).



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