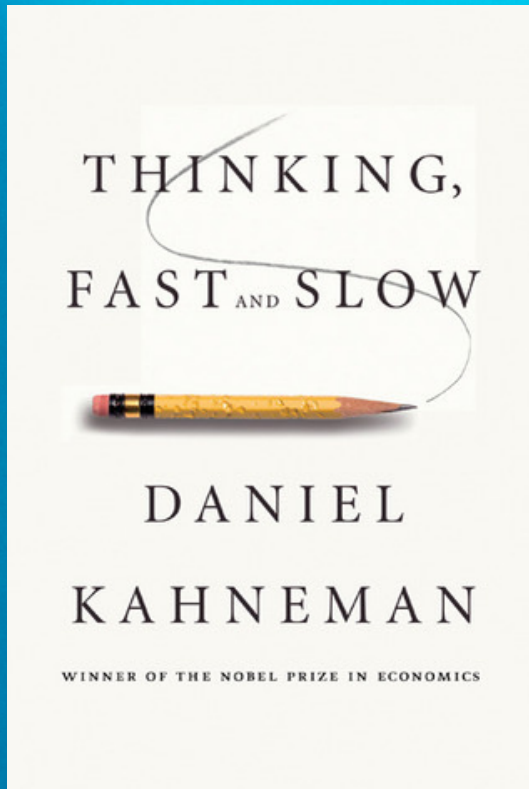


Welcome to the HR Book Club



“As you sow in your subconscious mind, so shall you reap in your body and environment”

Joseph Murphy

CPHR BC & Yukon wishes to create a safe, respectful and inclusive environment for all. While participating in this event, attendees have the duty to conduct themselves in an ethical and professional manner and are expected to abide by the CPHR BC & Yukon Professional Rules of Conduct in both verbal and written comments.

Conduct Disclaimer: <https://cphrbc.ca/conduct-disclaimer-for-events-and-roundtables/>

Video Link

<https://www.youtube.com/watch?v=PirFrDVRBo4>

The logo for 'Idea Lab' features the words 'Idea Lab' in a large, bold, white, sans-serif font. The text is centered on a dark gray rectangular background. Each letter has a subtle drop shadow, giving it a three-dimensional appearance as if it's floating above the surface.

Do you agree with the author's above equation? How much of your life achievements do you attribute to your skill/hard work and how much of it to random chance or luck?



“We are prone to overestimate how much we understand about the world and to underestimate the role of chance in events” “Success equals Talent + Luck. Great success equals a little more talent + a lot of luck.”

“Suppose you must write a message that you want the recipients to believe. Of course, your message is true but that is not necessarily enough for people to believe that it is true”
.... “The general principle is that anything you can do to reduce cognitive strain (extra effort required to understand something) will help”

What are some of the techniques that you apply to your company communications to make them more believable or easier to remember and understand?



“A simple rule can help: before an issue is discussed, all members of the committee should be asked to write a very brief summary of their position. This procedure makes good use of the value of the diversity of knowledge and opinion in the group. The standard practice of open discussion gives too much weight to the opinions of those who speak early and assertively, causing others to line up behind them.”

What steps do you follow to keep your brainstorming sessions unbiased and to ensure that all participants' input is collected and given equal weight while forming a decision?



“People who experience flow describe it as a state of effortless concentration so deep that they lose their sense of time, of themselves, of their problems, and their descriptions of the joy of that state are so compelling that Csikszentmihalyi has called it an optimal experience.”
“Riding a motorcycle at 150 miles/hr and playing a competitive game of chess are certainly very effortful. In a state of flow, however, maintaining a focussed attention on these absorbing activities requires no exertion of self-control, thereby freeing resources to be directed to the task at hand.”



Do you ever experience the state of “Flow” while doing any activity or task?

“Perhaps his second interview was less impressive than his first because he was afraid of disappointing us but more likely his first interview was unusually good. Our screening procedure is good but not perfect so we should anticipate regression. We shouldn’t be surprised that the very best candidates often fail to meet our expectations.”

Do you ever apply or recognize the statistical concept of “Regression to the Mean” (any variable with an extreme outcome will eventually converge to its mean/average) in performance management or hiring of new candidates? How do you keep your expectations realistic while setting targets/ objectives for the new year or the new hires?

