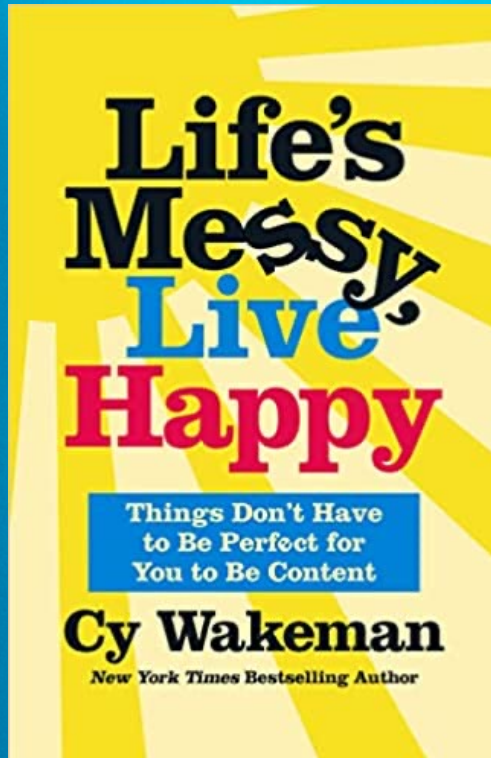


Welcome to the HR Book Club



“The more that you read, the more things you will know. The more that you learn, the more places you'll go.”
- Dr. Suess

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/>

HR Book Club Hosts



Olga Radutsky, CPHR
HR Manager
Reliable Controls
Company



Kayli Smith, CPHR
People & Culture Partner
Engaged HR

Video Link -

<https://www.youtube.com/watch?v=w2XEkcM6mc8&t=37s>



A simple shift in thinking can change everything you believe about your own happiness. By the time we become adults, most of us have joined the religion of suffering, which preaches that unless circumstances are controlled, life will be a mess. We compare ourselves to others and speculate about an impossible-to-know future, holding out hope for an improved life through getting ahead, fulfilling passion, or finding true love. But the idea that happiness comes from putting effort toward altering one's circumstances is harmful and backward.

What if we instead learned to understand that circumstances can rarely be controlled, and that life is, and always will be, messy? How do you think this would affect you life both personally and professionally?



How do we develop more resilience?
How do you make yourself a more
resilient person?

Resiliency is a key factor in developing accountability. Resilience is the ability to stay the course. Even if you're all in on a project, no matter what, you're going to run into some uncharted territory.



Have you ever heard the phrase: venting is healthy, it's good to get it all out there? Wrong. Venting diminishes happiness and leads to chaos in the workplace.

What's the difference between venting and sharing a feeling? What's a good strategy the next time someone comes to you to vent?



Accountability is the most talked about, yet most misunderstood concept in leadership today. This is alarming because one's happiness is actually correlated to the amount of accountability that they take for their circumstances.



How would you describe personal accountability and how do you hold someone accountable? How can/do we coach for accountability?

Identifying what you are grateful for can help you walk with more positivity and really change your view of the world. What you pay attention to will directly impact the quality of your experiences. Start by really sitting with what you are grateful for. Rather than just writing it down, really spend some time with it and appreciate it.

How do we integrate this practice into our daily lives? How can we integrate this into our workplace cultures?

