

**TITLE:****Flourish: Evidence Based Strategies for Improving Your Work and Life****About the talk**

Many of us have focused on getting a good job. But how many of us have focused on making a job good? So often at work, we bumble through our days in unintentional ways. What if we recognized the power we have to improve our work lives? What if we directed our attention and intention toward the creation of purposeful and satisfying work?

University of Minnesota Professor Theresa Glomb will present the science and practice of small, practical micro-interventions or “work hacks” designed to create more fulfilling, productive, and satisfying work lives.

The session is a unique and engaging blend of research highlights, personal stories, and practical disciplines, woven together with rich examples from employees, executives, and her own efforts at crafting a meaningful and wholehearted work life. Ultimately, Professor Glomb is trying to make work great (or at least a little better).

Learn more about Theresa at: [Theresaglomb.com](http://Theresaglomb.com)

**About Professor Theresa Glomb**

University of Minnesota Professor Theresa Glomb helps others create positive experiences at work by fostering growth, happiness, and satisfaction. For the past 25 years, she and her colleagues, have conducted rigorous research showing how small changes designed to bring greater intentionality to one’s work can have a big impact on work and wellbeing. Professor Glomb helps others create positive experiences at work by fostering growth, happiness, and satisfaction. In her talk, she will share with us simple, evidence based habits and practices to improve our working lives.

Theresa is the Toro Company-David M. Lilly Chair in the Carlson School of Management at the University of Minnesota. She received her PhD in social, organizational, and individual differences psychology from the University of Illinois and her BA in psychology from DePaul University.

She has published extensively in top management journals including the *Academy of Management Journal* and the *Journal of Applied Psychology* and been cited in media outlets such as the *Wall Street Journal*, *The Economist*, and *Huffington Post*. In her TEDx talk, “Let’s Make Work Better” she shares simple, evidence based techniques to improve our working lives.

When she’s not reshaping how we think about the workplace, Theresa is navigating the art of sending her kids off to college, all while upholding their family motto: "Work Hard. Have Fun. Choose Kind. Be Present."

**Brief Talk Introduction (Suggest to read at event)**

Professor Theresa Glomb is the Toro Company-David M. Lilly Chair of Organizational Behavior at the Carlson School of Management and serves as Department Chair for the Work and Organizations Department. She earned her PhD in social, organizational, and individual differences psychology from the University of Illinois, and her BA in psychology from DePaul University.

Theresa's research is centered on workplace well-being, with a passion for understanding how emotions, mood, and the balance of work and family life shape the human experience at work. But what really excites her are small, practical micro-interventions—the simple, effective "work hacks" that can transform a challenging workday into one that is more fulfilling, productive, and rewarding. Her ultimate goal? To make work great (or at least a little better) for everyone.

#### RECENT MEDIA APPEARANCES

How to manage your time so that you don't feel overwhelmed. (Guest MPR Angela Davis Show)

<https://www.mprnews.org/episode/2025/08/13/listen-tips-to-not-feel-overwhelmed-from-a-time-management-coach>

Is hybrid work the solution? (Guest MPR Angela Davis Show with Chris Farrell)

<https://www.mprnews.org/episode/2022/02/07/is-hybrid-work-the-solution>

The Future of Working From Home (Guest on MPR radio show with Chris Farrell)

<https://www.mprnews.org/episode/2020/11/11/coming-up-the-future-of-working-from-home>

Post-pandemic life in the office: What will our workspaces look like? (Guest on MPR radio show with Chris Farrell)

<https://www.mprnews.org/episode/2021/05/17/postpandemic-life-in-the-office-what-will-our-workspaces-look-like>

What has the pandemic taught us? (Guest on Audacy with Jeralyn Steele on WCCO)

<https://www.audacy.com/wccoradio/podcasts/jearlyn-steele-152/6-13-21-steele-talkin-8-pm-hour-456492158>

## Session Overview

Flourish: Evidenced Based Strategies for Improving your Work and Life

Professor Theresa Glomb

The Toro Company-David M. Lilly Chair in Organizational Behavior

Department of Work and Organizations, Carlson School of Management

<p>Session Overview</p>	<p>Better at Work: Evidence Based Practices for Sustainable Performance and Well Being is a blend of research, personal stories, and practical micro-interventions centered around the themes of "Work Hard. Have Fun. Choose Kind. Be Present." Research in each of these 4 themes is woven together with personal practices and ways to implement small, practical disciplines to improve your work life.</p> <p>This session presents the science and practice of small, practical micro-interventions or “work hacks” designed to create more fulfilling, productive, and satisfying work lives. The session will present rigorous research showing how small changes designed to bring greater intentionality to one’s work can have a big impact on work and wellbeing. The session will share dozens of practical, evidence-based ideas. Application can generalize to personal, team, or organizational practices.</p> <p>The audience will leave empowered to challenge themselves and their work settings to implement small, practical, science backed disciplines and work hacks to improve their workplace wellbeing. As an additional option with increased time, participants then activate the content with breakout sessions and interactive activities designed to craft routines and share insights.</p>
<p>Learning outcomes</p>	<p>Participants will increase their ability to:</p> <ul style="list-style-type: none"><li>• Improve performance and well-being at work.</li><li>• Be more intentional and recognize the power individuals have to improve our work lives</li><li>• Create positive experiences at work through growth, happiness, and satisfaction.</li></ul>
<p>Session Topics</p>	<p>The session is structured around four pillars: (1) Work hard (2) Have fun (3) Choose kind (4) Be present</p> <ol style="list-style-type: none"><li>1. Work hard. This segment presents evidence showing that making progress on meaningful work is one of the surest routes to positive mood states and fulfillment at work. The problem is that our work environments make it hard to stay focused, especially when workers are depleted. I suggest simple work hacks like parking downhill, replacing time management with intention management, and ready to resume interventions to deal with interruptions.</li></ol>

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|  | <ol style="list-style-type: none"><li data-bbox="480 193 1417 441">2. Have fun. This segment centers on the importance of cultivating and sustaining positive mood states. Although positive work events are far more frequent than negative, the negative events really pack a punch; my research suggests that negative events have 5 to 10 times the impact on mood compared to positive events! I suggest simple ways to reclaim and amplify the positive elements of work settings including good things reflections, gratitude practices, and work recovery efforts.</li><li data-bbox="480 478 1417 766">3. Choose kind. This segment illustrates how fostering meaningful connection at work is critical to well-being. My research in this area shows that prosocial actions can serve as “mood repair” and improve negative mood states at work. I also show how kindness can buffer the “tall poppy effect” whereby high performing employees are targeted and taken down by others in their work settings. I suggest simple prosocial actions to better connect our work to the sometimes distal beneficiaries through reflection and routines.</li><li data-bbox="480 804 1417 1043">4. Be present. This segment introduces the concept of AQ. We talk about IQ, and EQ, but I’d like to introduce the concept of AQ or Attention Quotient. Our attention is under assault. The ability to effectively control and deploy attention, stabilize attention to an object, and transition attention is becoming increasingly important. I suggest micro-mindfulness interventions to help workers move from states of continuous partial attention to more mindful presence at work.</li></ol> |
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