



International Society for
Performance Improvement

The dependence of human performance on Connectedness

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The **dependence** of
human performance on
Connectedness

61% classify as lonely

Only **37%** hardly ever or
never felt lonely



Activity

Two words to define yourself



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Topics

- Connectedness
- Loneliness
- Cyberbullying and Bullying
- Relationships





Connectedness





The literature on Connectedness says

What is Connectedness?

- ❑ The **degree** to which individuals or groups are **socially connected, interconnected, or share resources** means connectedness (Karcher & Sass, 2010).

When, Where, Why, How? of Connectedness

- ❑ **School connectivity** occurs when students **believe** that professionals and classmates at school are **interested** in their learning and in them as individuals.
- ❑ Connectedness involves **feeling cared for, supported, and included** at school.
- ❑ Schools can help kids feel connected by playing an **essential role** in encouraging their **health and development** (American Psychological Association, 2014).



Apply Connectedness literature to performance improvement

Think about

- **degree** to which you are **socially connected, interconnected, or share resources** with individuals or groups
 - **What** guides your decisions?
 - **Who** is involved? **When?** **How?**
 - **Why** them?



Misconceptions about Connectedness

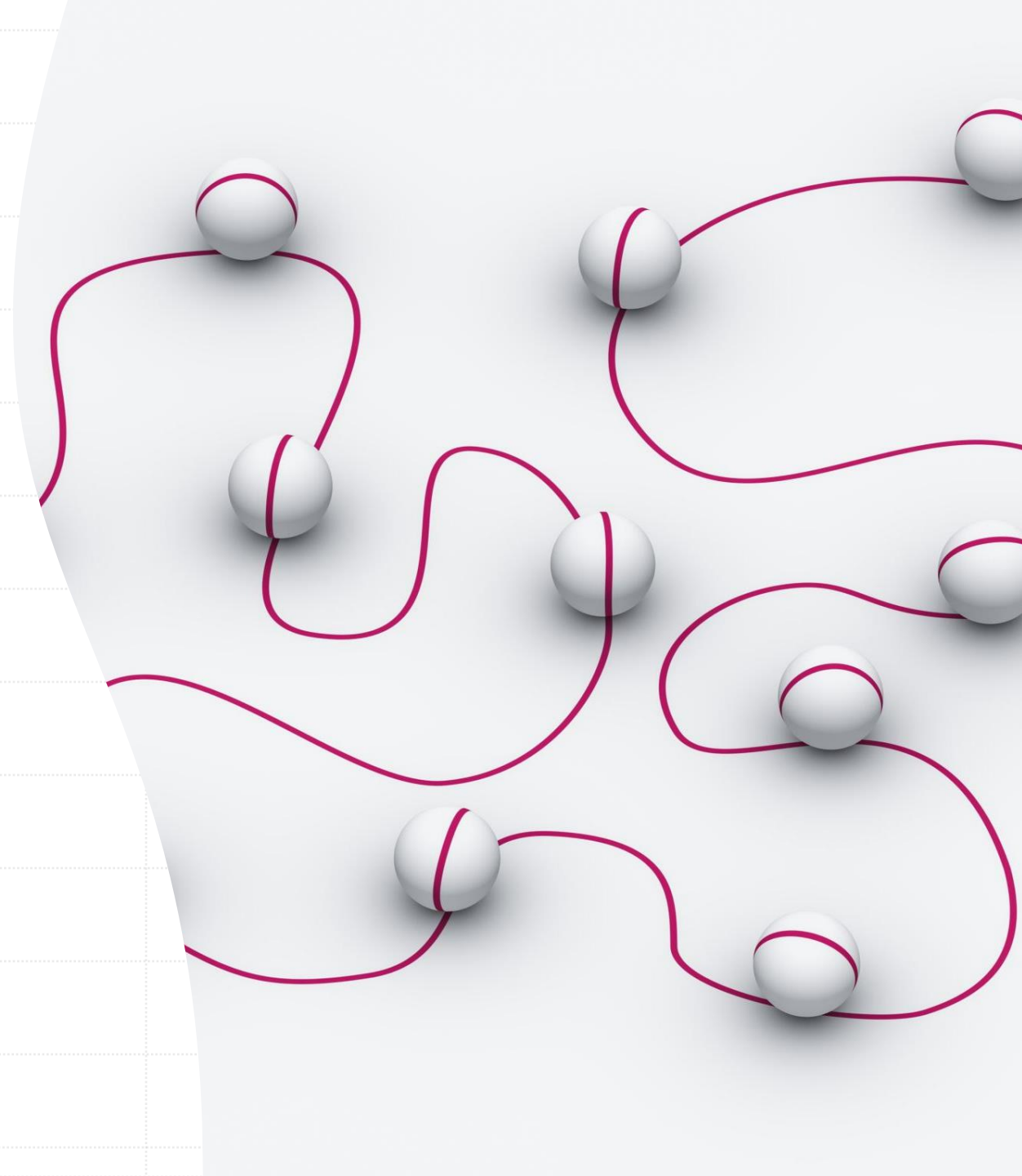


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- MC -You are born a particular way
 - Truth - Early interactions with parents **do not** critically determine **how** people relate to others when grown.
- MC – One person shapes the conversation
 - Truth - Human connection is **not one-sided**.
- MC – Digital environments foster connections
 - Truth - Human connection is **not digital** (i.e., Facebook, Twitter, Instagram, and TikTok).

Connectedness quiz

- Which option is the meaning of Connectedness?
 - Mutual relationship
 - A part of a sorority or fraternity
 - Feeling socially, emotionally, spiritually, or professionally linked with others or with another.





Menti.com connectedness quiz

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Loneliness



The literature on Loneliness says

Despite our fundamental desire to connect, many of us frequently feel isolated.

What is Loneliness?

- Loneliness is defined as a **feeling of distress or discomfort** caused by a perceived **gap between** one's **wants** for **social connection and real experiences** with it.

When, Where, Why, How? of Loneliness

- Adolescence is a developmental stage in which peer relationships are strongly linked to loneliness.
- School is an essential arena for many adolescents' peer connections because it is where most young people meet others, make friendships, and become members of groups (Goossens, 2020).
- Adolescence has long been considered a time when loneliness is especially frequent.
- Classical theories explain feelings of loneliness as arising from a **reorganization of the attachment system** (i.e., an increased focus on peers and a decreased focus on the family) and active exploration of problems with **identity** or the accumulation of developmental changes beginning in early teenage years (Goossens, 2020).



Loneliness in Work-Life Balance

- Work-Life Balance
 - Good WLB – 55% lonely
 - Not good WLB – 78% lonely
- If job spills into personal life – 73% lonely
- If job not spill over – 54% lonely



Loneliness and Connections

Group membership

- Not feel in group – **81%** lonely
- Feel in group – 54% lonely

Technology

- Overuse or under use of tech tools to connect to others report greater loneliness levels than acceptable use of tech tools
- **3 out of 5** (61%) feel **connected** to others through use of tech



Who are lonely?

- Gen Z – **81%** lonely 40% feel alienated at work 69% have good relationships
- Millennials – 69% lonely 37% feel alienated at work
- Boomers – 49% lonely **18%** feel alienated at work **84%** have good relationships
 - Gen Z are more likely to have a best friend at work
 - More likely to socialize
- Gig economy workers – **84%** lonely v. Non-profit – 57% lonely v. Private company – 61%
 - 2 out of 3 Gig economy workers feel lack of companionship
- New employees – **77%** v. Top management – 72% v. Bottom level employees – 70%



Remote v. In-person

- Remote workers - 65% lonely
- In-person - 58% lonely

- Lack of meaningful relationships

- Too much and too little travel for work ➤
right amount of travel

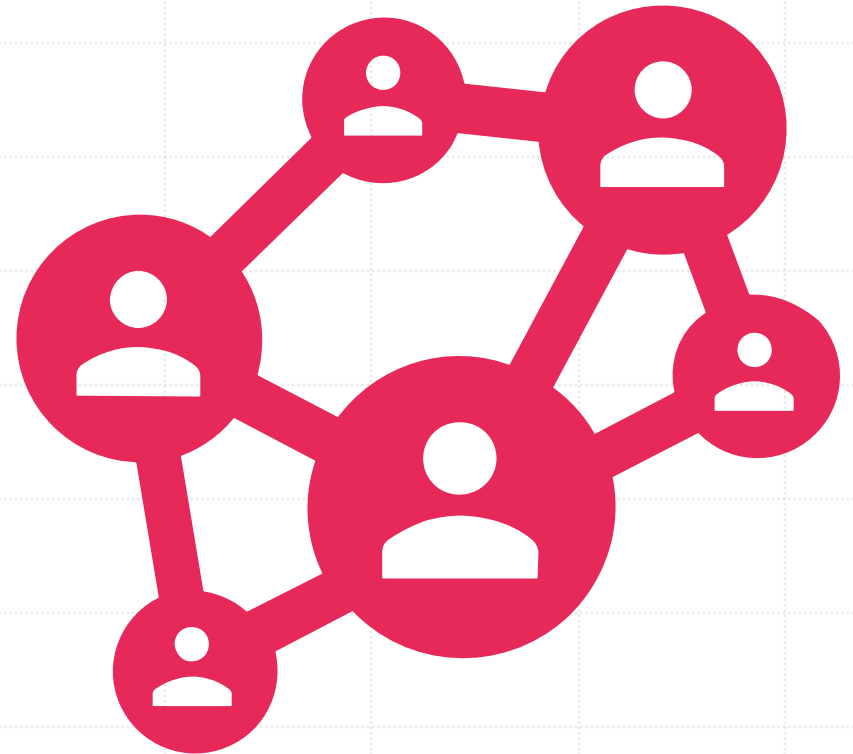


Loneliness is costly

- **3 times more likely** to admit that **less productive** than most workers in a similar job
- **1 out of 10** report lower quality than should be
 - **13 million lonely workers are less productive**
 - **12 million report less quality**
- Missed work costs about \$4,200 per year per worker => US Economy **\$406 billion**
- **6 out of 10** looking for a new job
 - **55 million people looking for a new job**
 - Cost to replace is ½ to 2 times the annual salary

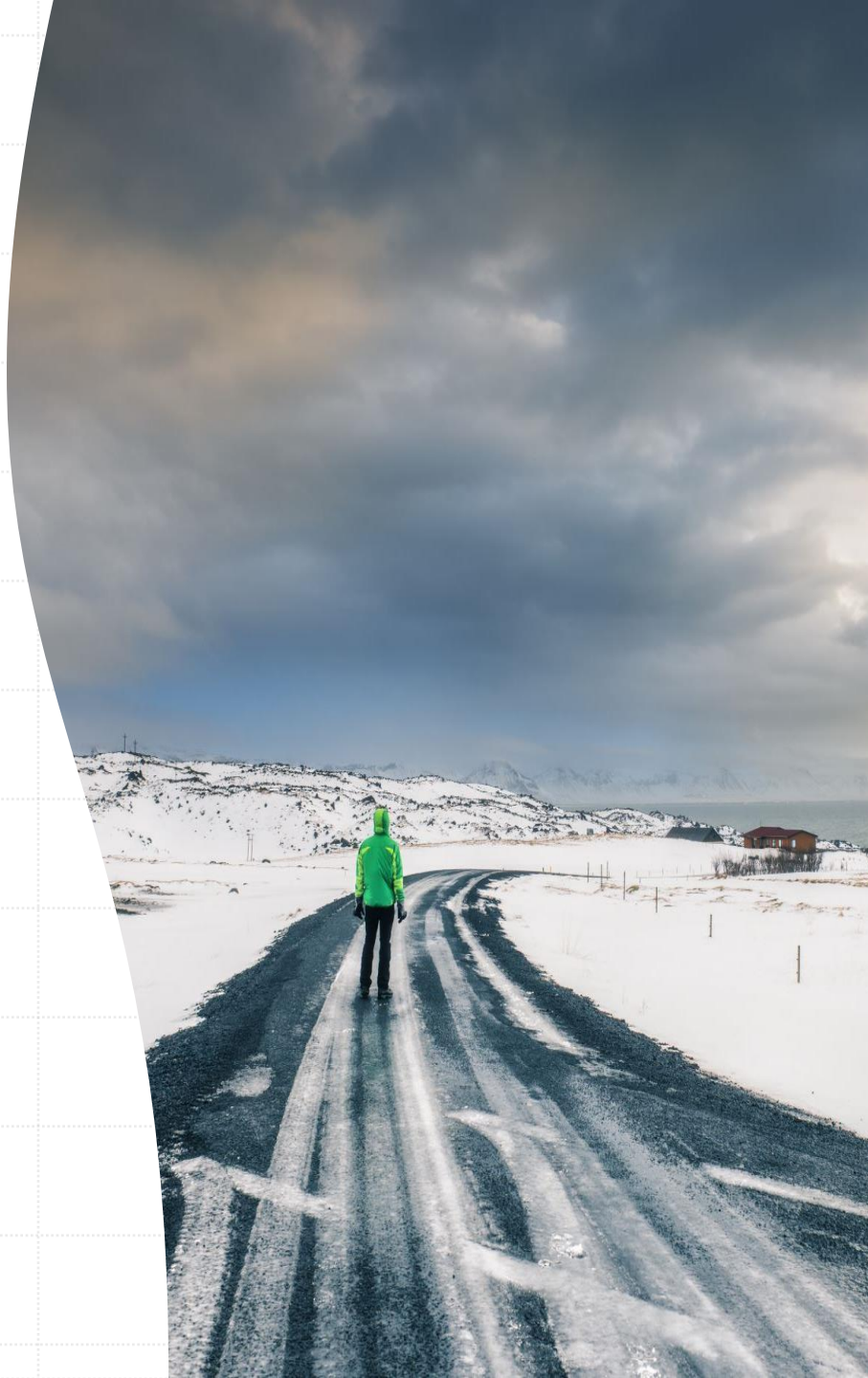
Apply Loneliness literature

- What do we do?
 - Loneliness is part of the whole-person approach to well-being
 - Cultivate connections
 - Workplace culture
 - Facilitate meaningful co-worker relationships
 - Work-Life Balance
 - Email blackout periods
 - Establish – Awareness – Activation – Adoption



Misconceptions about Loneliness

- MC – Feeling lonely indicates that you're doing something wrong.
 - Truth – We are lonely when we are missing the social connections we need at this point in time
- MC - People who are lonely do not have friends.
 - Truth – Loneliness is the gap between desired social connections and perceived social connections
- MC - Loneliness equals aloneness.
 - Truth – It is quality not quantity that defines loneliness.



Loneliness quiz

- Describe the word **Loneliness** in one word



Menti.com loneliness quiz

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Bullying and Cyberbullying

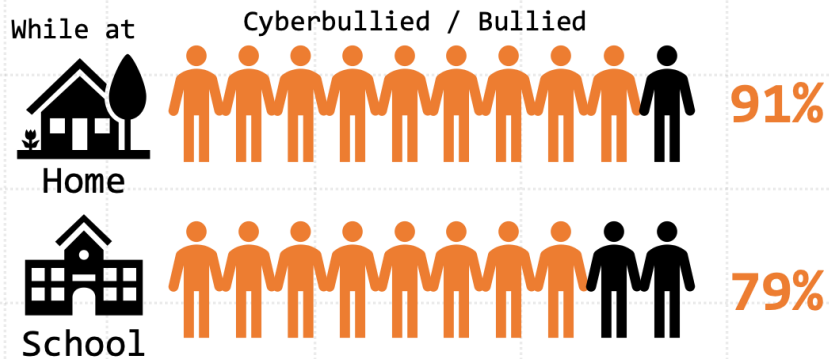


The literature on Bullying and Cyberbullying says

Bullying is on the rise in schools today, not just in the United States but around the world. Bullying is **a kind of violence** for adolescents, according to the Centers for Disease Control and Prevention (CDC), and bullying is undesired aggressive behavior by one youth toward another that is not related to or dating partners (David-Ferdon et al., 2018; Gourneau, 2012).

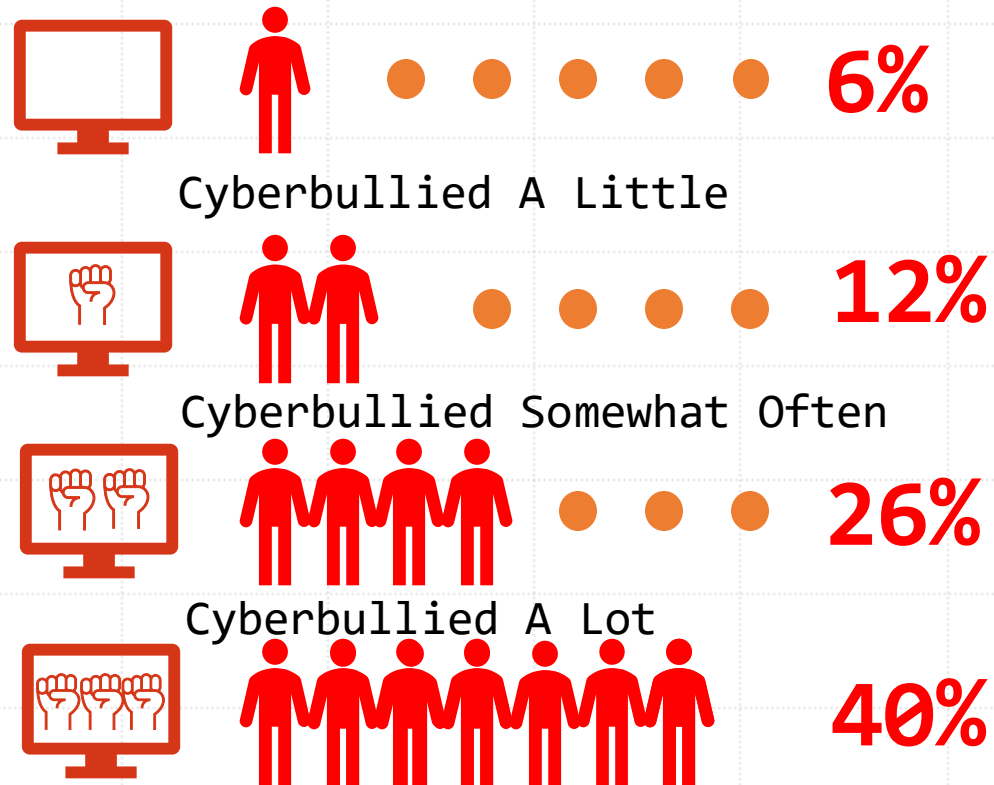
In the United States, **one out of every five** high school kids is bullied on school grounds. However, middle schools had the highest rate of reporting on bullying at 28%, followed by high schools at 16% ("Fast fact: Preventing bullying," 2022). Bullying was reported by 9% of students in combined and elementary schools ("Fast fact: Preventing bullying," 2022).

Recent study on Cyberbullying



Not Cyberbullied

% Attempted Suicide



Logistic regression – Suicide ideation

Independent variables: Sad most days, Not worth it, No good, Failure, Cyberbullied, Bullied, Stopped activities, Seriously considered, Plan suicide, Grade, Gender

Dependent variable: Attempted suicide

Classification Table Attempted Suicide^a			
Observed	Predicted		% Correct
	Not Attempt	Attempted	
Not Attempt	158573	5925	96.4
Attempted	8591	11376	57
Overall Percentage			92.1

^a The cut value is .500

Attempted Suicide									
Variables in the Equation	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for EXP(B)		
							Lower	Upper	
Sad most days	0.18	0.02	118.60	1	<.001	1.20	1.16	1.24	
Not worth it	0.30	0.02	261.47	1	<.001	1.35	1.30	1.40	
No good	-0.02	0.02	1.18	1	0.277	0.98	0.94	1.02	
Failure	0.12	0.02	48.43	1	<.001	1.13	1.09	1.16	
Cyberbullied	0.19	0.01	217.80	1	<.001	1.21	1.18	1.24	
Bullied	0.27	0.02	216.23	1	<.001	1.31	1.27	1.36	
Stopped activities	0.35	0.03	168.94	1	<.001	1.42	1.34	1.49	
Seriously considered	1.89	0.03	4953.44	1	0	6.60	6.26	6.96	
Plan suicide	1.33	0.02	3369.15	1	0	3.80	3.63	3.97	
Grade	0.04	0.01	12.74	1	<.001	1.04	1.02	1.06	
Gender	-0.01	0.02	0.42	1	0.517	0.99	0.96	1.02	
Constant	-4.79	0.03	26694.70	1	0	0.01			

Logistic regression – Self harm

Independent variables: Sad most days, Not worth it, No good, Failure, Cyberbullied, Bullied, Stopped activities, Seriously considered, Plan suicide, Grade, Gender.

Dependent variable: Self harm (No, Yes)

Classification Table Self Harm ^a			
Observed	Predicted		% Correct
		Cutting or Not self-harm other SH	
Not self-harm	134695	6623	95.3
Cutting or other SH	13066	17903	57.8
Overall Percentage			88.6

^a The cut value is .500

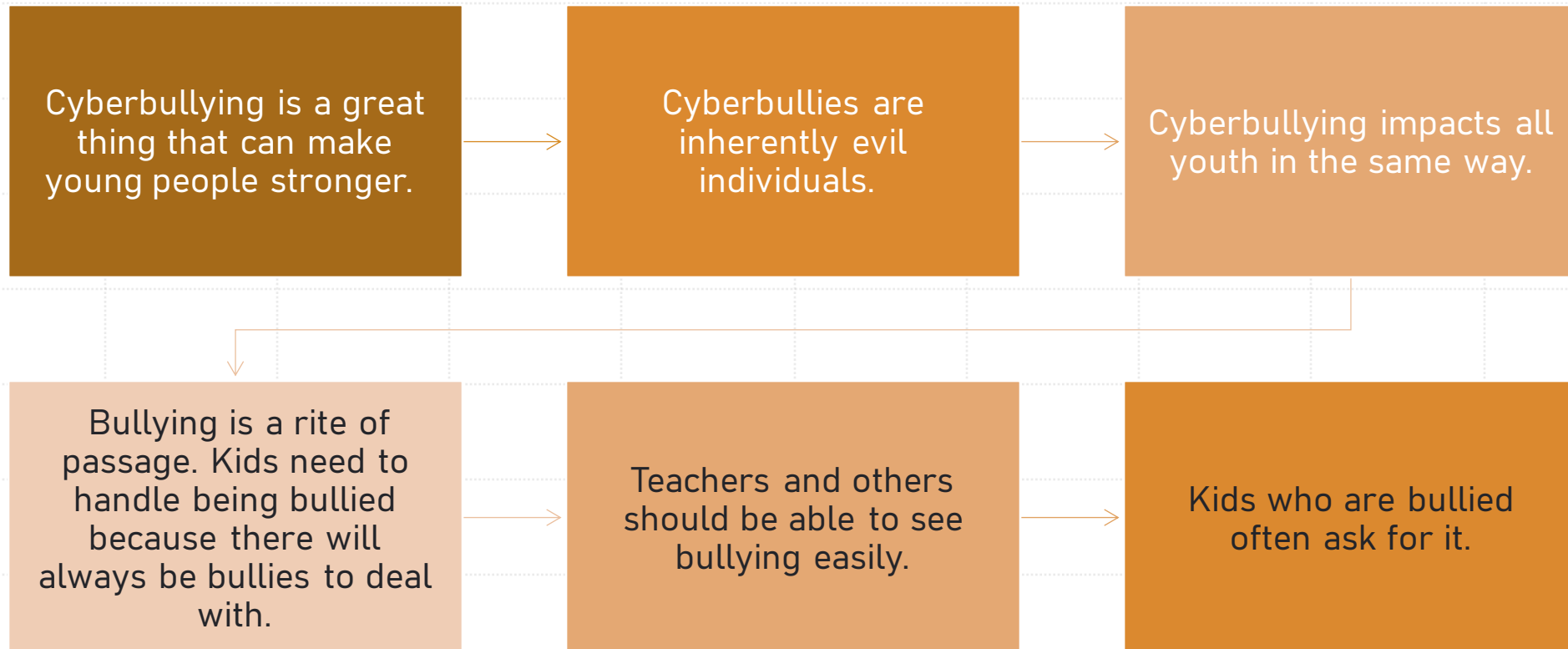
Self-Harm									
Variables in the Equation	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for EXP(B)		
							Lower	Upper	
Sad most days	0.33	0.01	603.62	1	<.001	1.39	1.35	1.42	
Not worth it	0.35	0.01	597.27	1	<.001	1.41	1.38	1.45	
No good	0.28	0.02	315.77	1	<.001	1.32	1.28	1.36	
Failure	0.15	0.01	115.91	1	<.001	1.16	1.13	1.19	
Cyberbullied	0.21	0.01	348.69	1	<.001	1.24	1.21	1.26	
Bullied	0.30	0.02	338.39	1	<.001	1.35	1.31	1.40	
Stopped activities	0.57	0.02	764.77	1	<.001	1.76	1.69	1.84	
Seriously considered	1.02	0.02	2152.90	1	0	2.77	2.66	2.90	
Plan suicide	0.70	0.02	990.51	1	<.001	2.02	1.94	2.11	
Grade	-0.20	0.01	563.49	1	<.001	0.82	0.81	0.83	
Gender	-0.57	0.02	1349.14	1	<.001	0.57	0.55	0.59	
Constant	-3.89	0.02	29243.95	1	0	0.02			

Apply Bullying and Cyberbullying literature

- How do you **stop bullying** you **can't see** as in what occurs during cyberbullying?
- What **technical solutions** are available to monitor cyberbullying that would not be perceived as invasive?
- How **change perception** of hazing or bullying as a rite of passage?



Misconceptions about Bullying and Cyberbullying





Bullying and Cyberbullying quiz

- Describe one word for bully
- What gender is cyberbullied the most?
 - Male
 - Female
 - Transgender
 - Other



Menti.com bullying slide

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Relationships

Bullying

Cyberbullying

Mental health

Wellness

Loneliness

Connectedness

A photograph of two hands shaking, symbolizing agreement or partnership. The hand on the left is light-skinned, and the hand on the right is dark-skinned. A white square is overlaid on the point of contact between the hands. The background is a light gray with a faint grid pattern. A white curved shape is on the left side of the image.

**Describe two actions you can
take to improve connectedness**

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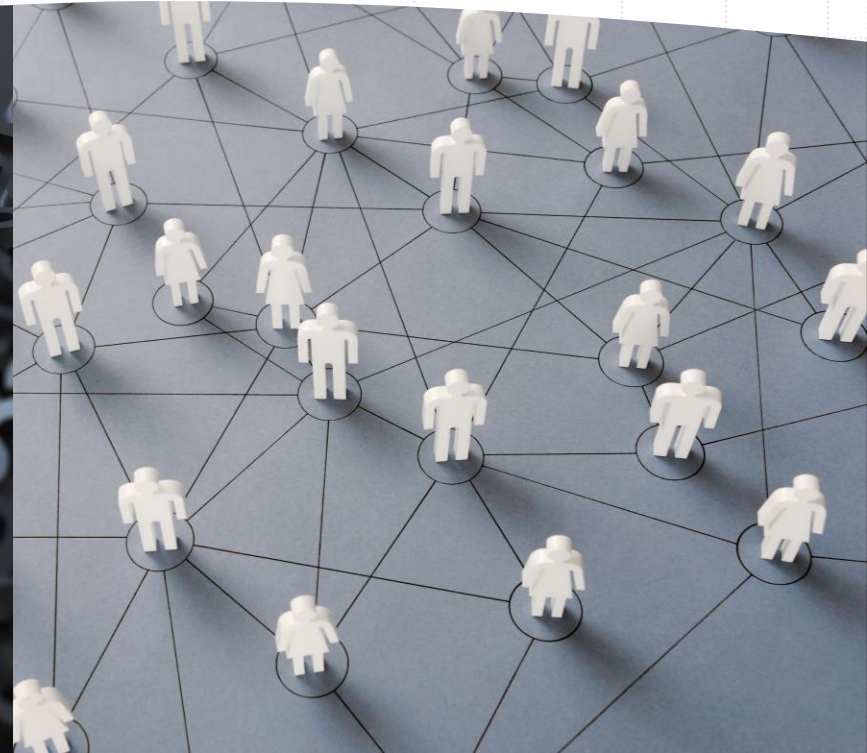
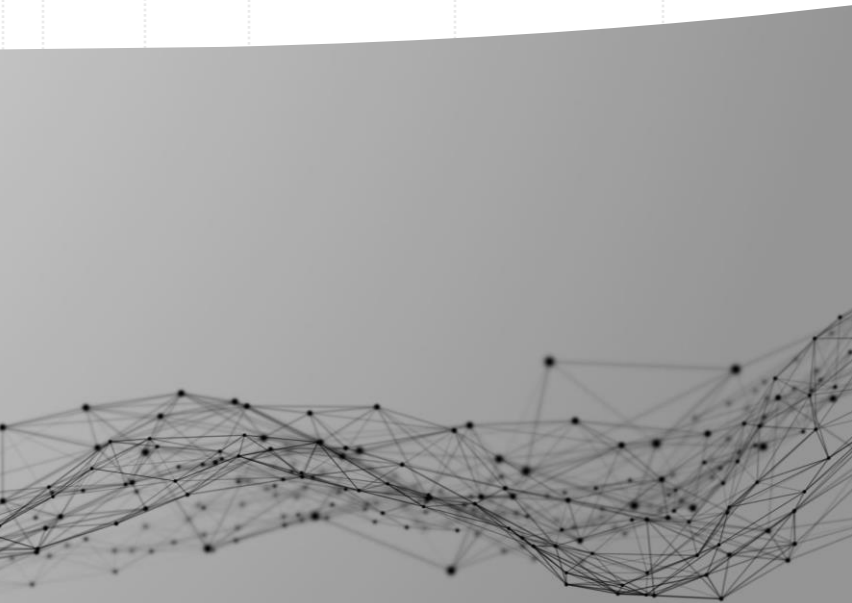
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Discussion

Your thoughts on the actions to take to improve Connectedness



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