



**HEALTHY@HARRIS**  
Caring for ourselves so we can care for others

# Well Powered Living 4.0

## Class 4: Natural Human Flaws

Taught by Harris Health System  
Employee Wellness Team

**HARRISHEALTH SYSTEM**

## 4.0 Class Outline

- Class 1: Leading with Character
- Class 2: Cornerstones of Character
- Class 3: Staying True To Character
- Class 4: Learning to Recognize and Reduce Natural Human Flaws

# WPL 4.0 Learning Objectives

- Define what it means to lead with character
- Why character matters?
- Learn how to find alignment with decisions and values
- Review the four cornerstones of character
- Learn how to remain true to your values
- Learn how to recognize and reduce human flaws

# Class 4 Learning Objectives

- REVIEW: Moral Collapse
- Learn to recognize and reduce four Natural Human Flaws:
  - Emotional Reasoning
  - Survival Mode
  - Clouded Judgement
  - Decision Fatigue

# Review

## Class 3: Staying True to Character



# REVIEW: Moral Collapse

- Refers to the decline from a higher to lower level of morality
- According to a Gallup poll, two-thirds of Americans see the country's and individual values deteriorating.
- When we invest energy with intention for success we achieve with character.



# Natural Human Flaws

# What are natural human flaws?

- According to Oxford English Dictionaries, a flaw is 'a fault or weakness in a person's character'. A character flaw can be defined more fully as an undesirable quality in a person. It is an imperfection, limitation, deficiency, phobia, or a problem that affects the way others perceive us.



# Emotional Reasoning

Cognitive distortion where a person concludes that their emotional reaction proves something is true, regardless of evidence providing otherwise.

Examples include thoughts like:

I'm feeling inadequate, so I must be worthless  
I feel guilty, so I must have done something bad  
I feel afraid, so I must be in a dangerous situation

# Emotional Reasoning

How to overcome your pattern of thinking:

- Separate fact from fiction
- Understand that feelings are not representative of your worth
- Feelings are just feelings
- Take a step back and think about what you'd tell someone else

# Activity

Share an instance when you were emotionally unreasonable. What did you do to overcome your pattern of thinking?

# Survival Mode

Short-term, fear based mode of thinking you enter when your flight or fight response is triggered. This mentality leads one to attack or retreat during stressful times rather than communicate and embrace.

Examples include:

- You feel utterly alone and helpless. You are the only one who can do the job right and you must do it yourself
- You push others away without thinking because you don't have time or energy to deal with them
- You rush around like crazy but never get caught up

# Survival Mode

How to regain control:

- Acknowledge it
- Bring Mistakes to the surface
- Forgive Yourself
- Ask for help



# Activity

Think of a time when you were existing in survival mode. What did you do to regain control?

# Clouded Judgement

The inability to think clearly

Examples include:

- Unidentified emotional triggers
- Unidentified biases

# Clouded Judgement

What to do about it:

- Understand what your emotional triggers are
- Practice mindfulness
- Understand that emotions are contagious
- Always stick to the facts
- Remember that there are always two sides to the story
- Any time you stereotype someone based on their flaws, check yourself!



# Activity

What is something that you actively do to make sure you remain unbiased in your thought processes?

# Decision Fatigue

The emotional and mental strain resulting from a burden of choices.

Examples include thoughts like:

- I'll tackle this later
- Eeny, meeny, miny moe
- I can't deal with this right now
- When in doubt, I just say "no"

# Decision Fatigue

What to do about it:

- Focus on self-care
- Make a list of which decisions have priority
- Have a personal philosophy for major decisions
- Maintain unchanging routines
- Opt for healthier snacks
- Keep tabs on your mental and physical state
- Celebrate good decisions

# Activity

How do you know when you are facing decision fatigue? What is one thing that you do to alleviate stress?

# Write Your Ritual

## Tips for writing rituals

1. Make them SMART
2. Few at a time
3. Focus on what you want, not what you don't want
4. Create a supportive environment

# Ritual Examples

- I will invest my time into reading something educational, inspirational or motivational.
- I will practice listening with the intent to understand and not to reply
- I will reflect on my values at the beginning or end of each day
- I will share my top values with a good friend or loved one

# Summary

- When we invest energy with intention for success we achieve with character.
- A flaw is a fault or weakness in a person's character or an undesirable quality in a person.
- The best way to avoid energy-sapping decision fatigue is by consciously directing your thoughts and actions.

## **Homework:**

Practice your rituals!

# Resources

## Living Well-Powered Reading List

- *The Only Way to Win*  
Jim Loehr
- *Mindset*  
Carol Dweck
- *The Happiness Advantage*  
Shawn Achor
- *Thrive*  
Dan Buettner
- *Authentic Happiness*  
Martin Seligman
- *Drive*  
Daniel Pink

## Stress Management Resources

### Employee Assistance Program

- [www.feieap.com](http://www.feieap.com)
- 800-638-3327
- Username: hhs

### Cigna Behavioral Health

- Visit **myCigna.com**
- Call the toll-free number on your Cigna ID card
- **800-274-7603**
- **Cignabehavioral.com**

### Health Coaching

- Telephonic: 855-246-1873
- Onsite: Contact Latecia Murphy
  - 713-873-6407
  - [Latecia.Murphy@harrishealth.org](mailto:Latecia.Murphy@harrishealth.org)



# Contact Us!

# HEALTHY@HARRIS

Caring for ourselves so we can care for others

346-426-1597

[employee wellness@harrishealth.org](mailto:employee wellness@harrishealth.org)

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