

## Is your office scaring people?

### **Executive Office Check-Up Reveals Fear**

*Think good design is all an executive office requires? Think again, and deeper: Depth psychologist puts the office on the couch and improves executives' performance.*

Dr. Morris's research demonstrated that an executive's physical office space holds deep psychological information about him or her, information the executive is not even conscious of, but which is affecting his or her performance.

Dr. Morris uses a psychologically based powerful protocol which analyzes and assesses the affects of an executive's office on him or her. On a recent consultation with the executive director in the building profession, she and the client were wowed by what happened.

The executive was a likable highly verbal upbeat soul, popular with clients and staff. Her office featured a round table and chairs, a desk, file cabinets, bookcases, windows that opened out onto an interesting streetscape, artwork, mementos from trips and clients, desk top lighting, and a few healthy plants. There were a couple of baskets that had 'stuff' in them that probably needed to be tossed out, according to her. The executive seemed to have no more than the usual minor gripes - not having enough time to read, return calls, or catch up with her email. Dr. Morris almost thought her visit was for naught, given the breezy pleasant attitude of the executive and her office.

Then came the surprise: she was asked to stand in a part of the office and report her feelings. She began to tell a story. Dr. Morris stopped her and asked for a one-word description of her feelings. "I feel fear", uttered this very surprised executive director. "I had no idea I felt this way. It explains why the staff is so anxious." She had suddenly seen what she wasn't 'seeing' in her office. What she saw was continuously triggered her unconscious making her fearful. While she was not consciously aware of it, somehow she was communicating it to the staff. She now understood why the staff had been asking if their jobs were in jeopardy. All the pieces came together in that moment.

The executive's recognition enabled her to revamp the organization's strategic plan. Quickly thereafter the firm acquired several new clients and the staff went from being worried to being enthusiastic.

Regardless of how well designed an office is, analyzing it with Dr. Morris's protocol, unconscious elements will be identified. This is quite normal and simply a reflection of being human: human beings are unconscious a fair bit of the time. (The unconscious is sometimes called the 'operating system of the brain' for it is always running in the background and affecting how other 'programs', such as our goals and self-talk operate.) Knowing that there are unconsciousness influences at work on one's psychology and that of those who visit the office, gives one a distinct advantage: the ability to consciously design and populate the office to achieve the results you truly want.