



VIBES*

produced by academy*of BRAIN

AOB VIBES^{*}

- towards a fruitful collaboration.

Our experts have created the VIBES program, which aims to deepen participants' understanding of themselves, support self-directedness in interaction situations, and expertise in digital interaction and virtual teams.

- **What:** One year program to develop collaborative skills.
- **To whom:** People working in demanding interactive knowledge work.
- **Why:** We work together, the quality of cooperation determines the result.





See & show the person behind the actions

An organization is just a concept; there are only people & personalities. It is important to see the other person as a complete package and to understand that we are dealing with human experiences.



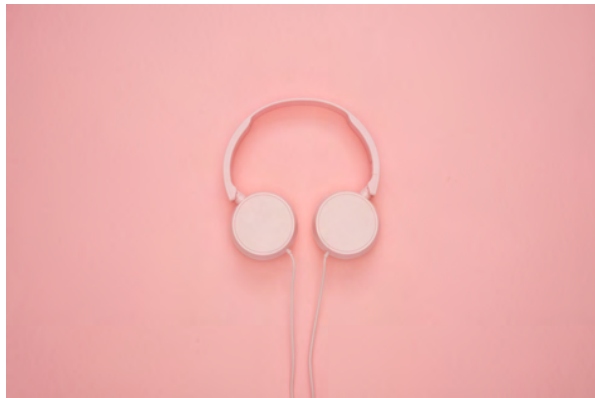
Present interaction

Working life is becoming more and more interactive. It is important to learn to be present in interaction. Learn how to use five keys to improve your interaction skills.



Understanding personality types at work

Understanding diversity improves your selfawareness, appreciation towards differences and develops your ability to evaluate tasks that are suitable for you.



Digital interaction and virtual teams

This tutorial enhances your performance in a digital work environment.



High performing team

The quality of co-operation determines the outcome of the work. This training focuses on the most common challenges of teamwork and the best solutions to conquer them?



Psychological Safety

Psychological safety affects a team's performance, its climate, knowledge sharing and creativity. How to create a sense of psychological safety in your team?

Influence with your interaction skills

Good social interaction skills are increasingly important in working life: everyone should be able to understand diversity and work together.

According to Academy of Brain psychologist and trainer Ville Ojanen, interaction is a way to give structure an ever-changing world together and bring about change. He sees that situational- and self-awareness are the basis for a good interaction.

- Interaction always starts from within. It is essential to be aware of one's emotional state and purpose, and to understand what one is aiming to do in any given situation. Otherwise, a hidden feeling or need may guide the interaction.

In addition to taking care of the matter, it is worth considering whether the actual interaction situation generates experiences of appreciation, trust and security.



Digital Interaction requires special attention

Digital tools are increasingly used in the workplace. This often makes goal oriented interaction more effective, but other aspects of the purpose of interaction are easily overlooked.

- There is a pitfall here, because we are not just interacting for the sake of doing things, but also aiming to create a collaborative atmosphere through interaction. This aspect is also possible in digital interaction, but it requires special attention.



Together we are more!

Constructive handling of diversity is a necessary skill in workplace. The first step is to learn to understand yourself and others in some way. How are we different? How does this difference explain our interactions? Why does that person affect me this way?

For example, there is a need to distinguish between sociability (extraversion/introversion) and social skills: sociability is a strong personality trait in genes, whereas social skills can be developed. Instead of quantity, quality matters.

-For example, the introvert may well have better social skills than the extrovert, because the introvert is often very equal and present in the interaction. Introverts are often more conscious and prudent about the interaction.



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From these starting points our experts have created the VIBES program, which aims to deepen participants' understanding of themselves and their environment, support self-directedness in interaction situations, and expertise in digital interaction and virtual teams.

Time: 9 h

Videos: 49 (average duration 5 min)

Exercises: 32



Academy of Brain

Academy of Brain's tutorials base on scientific research, expertise, and practical experience. Academy of Brain's advisory board ensures the quality of the tutorials creating the best learning experience for you!

The board consists of three members: Psychologist Ph.D. Ville Ojanen, Leadership coach Jarmo Manner and Professor of Educational Sciences, Minna Huotilainen.

You can choose when and where to develop yourself and your wellbeing – the service is mobile-friendly.

- Scientifically proven methods
- Great scripts
- Natural and credible acting
- High-quality animations to enhance learning

