

Neuroscience-Based Team Performance & Mental Wellbeing

Neuroscience insights for teams at work

- In a study of 180+ teams, researchers found **psychological safety** was the **#1 predictor** of team performance. (*Google - Project Aristotle, 2012-2015*) Neuroscience shows that social rejection activates the same brain regions as physical pain. **An idea:** instead of asking “Why did you do that?”, try “Walk me through your thoughts.”
- Frequent task switching can reduce productivity by up to 40%. After an interruption, it takes an average of **23 minutes and 15 seconds** to fully refocus. Multi-tasking is a myth.
- Research shows stress can reduce working memory capacity by up to **30-50%** – the exact system needed for planning, decision-making and impulse control. **An idea:** don’t make important decisions in heated moments – pause first, decide second.
- Your brain forms an impression of someone in **1/10th of a second**, before conscious thinking even starts. That means in the first moments of a meeting, presentation, or new introduction, your brain has already decided “credible or not,” and then quietly looks for evidence to confirm it. **An idea:** wait until the end of the meeting to form your conclusion and base it on specific examples, not your first impression.

Why we work with activation tools

Most of what we do at work is automatic. Our reactions in meetings, under pressure, or during conflict are driven by patterns the brain has built over years of experience. And here's the important part: we can't change those patterns just by hearing new information. Insight alone doesn't rewire behavior. Experience does.

We use science-based tools that help teams:

- Notice their automatic reactions in real time
- Practice different responses in a safe setting
- Apply new behaviors in real work situations

Neuroscience goals for teams

- Productivity: improved focus, execution, and decision-making
- Mental wellbeing: reduced overload, stronger emotional regulation
- Resilience & adaptability: sustained performance in complex environments
- Team dynamics: clearer communication, higher trust, constructive collaboration

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