

HR DAYS – 24.09.2020.

Bojišnica uma za zaposlenike,
menadžere, neurotike i ne
neurotike - mentalno
kondicioniranje i druga
dopuštena sredstva
osnaživanja



MATEJ SAKOMAN
ORGMASTER PSIHOLOG

Priča o dvije profesionalke iz područja ljudskih resursa



KRATKO PREDSTAVLJENJE

OrgCraft

LJUDI OPROCESI ORGANIZACUA

Zagreb

klase igrača

competencies & skills

monsters

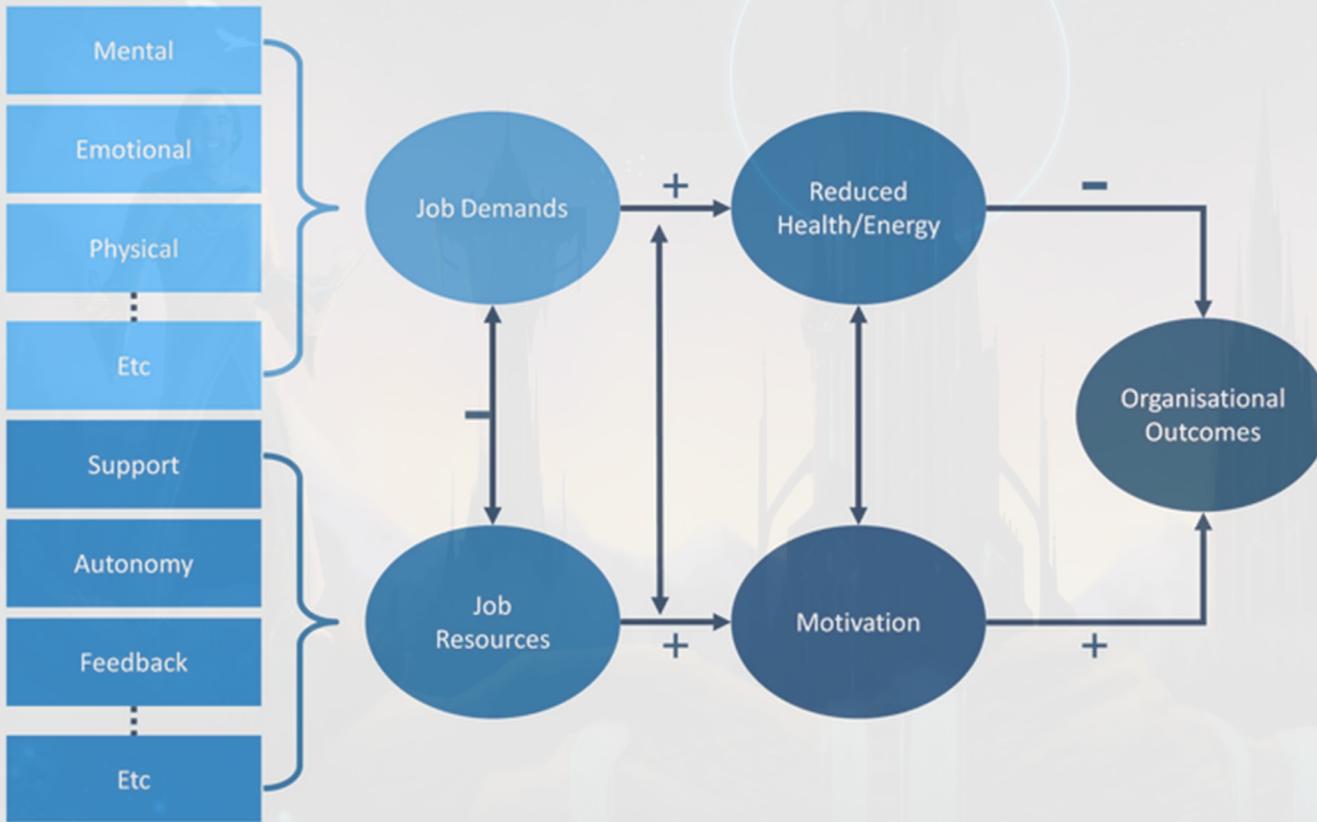
dizajn 55

unaprjeđenje procesa & opisi RM

OrgCraft
ROLE PLAYING REALITY

JOB DEMANDS – RESOURCES (JD-R) MODEL

Eva Demerouti & Bakker Arnold



IDEJA: #skillsconditioning



Simulator za uvježbavanje i automatizaciju psihologičkih alata i životne filozofije



Usvojiti mentalitet rasta i mentalnog zdravlja

Psihologija se treba od maknuti od onoga što osakaćuje život i okrenuti se prema onome što promiče život – izvrsnost. (Q&A za Klub psihologa, Martin Seligman, 2020)

MENTALNO KONDICIONIRANJE

- Možemo govoriti o mentalnom kondicioniranju za postizanje **izvrsnosti** sukladno našim osobinama ličnosti
- Možemo govoriti o **prevenciji** te očuvanju mentalnog zdravlja kroz mentalno kondicioniranje i druga sredstva ojačavanja

LETIMO NAZAD NA TEMU I SLUČAJEVE



Što bi bile crte osobnosti?

- Individualne razlike u **nesvjesnim** ponašajnim i emocionalnim reakcijama s značajnim **genetskim** i **biološkim** markerom
- Thomas i Chess opisali: kao način kako osoba automatski reagira iz **genetske dispozicije i navike**, nasuprot svjesnog i namjernog ponašanja koji određuju kada, gdje, zašto i kako se ponašati

Jedan primjer biologije i genetike

PRIMJER:
MARA
EMA

Left Frontal Lobe
= More behavioral activation than behavioral avoidance

Right Frontal Lobe = More behavioral avoidance than behavioral activation

Approach!

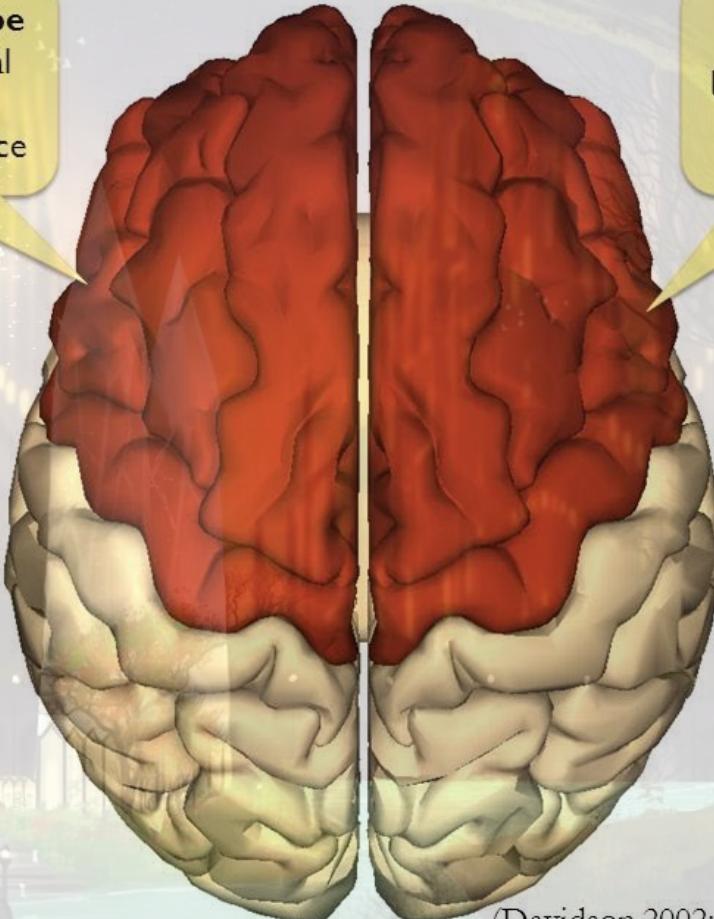
Extraversion

BAS

Avoid!

Neuroticism

BIS



(Davidson 2002; Harmon-Jones & Allen,
© M. Guthrie Yarwood
1998 Zuckerman, 2005)

(BAS) HIGH NOVELTY
SEEKING

Nh

IMPULSIVE
EXTRAVERTED

LOW HARM
AVOIDANCE

NH

NEUROTIC
DISTRESSED

(BIS) HIGH
HARM
AVOIDANCE

nh

CHEERFUL
STABLE

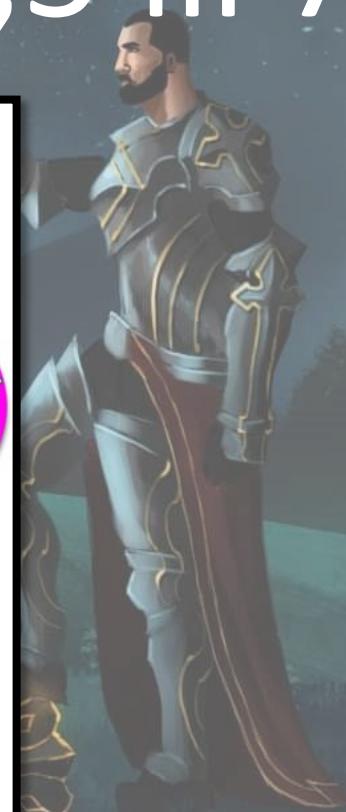
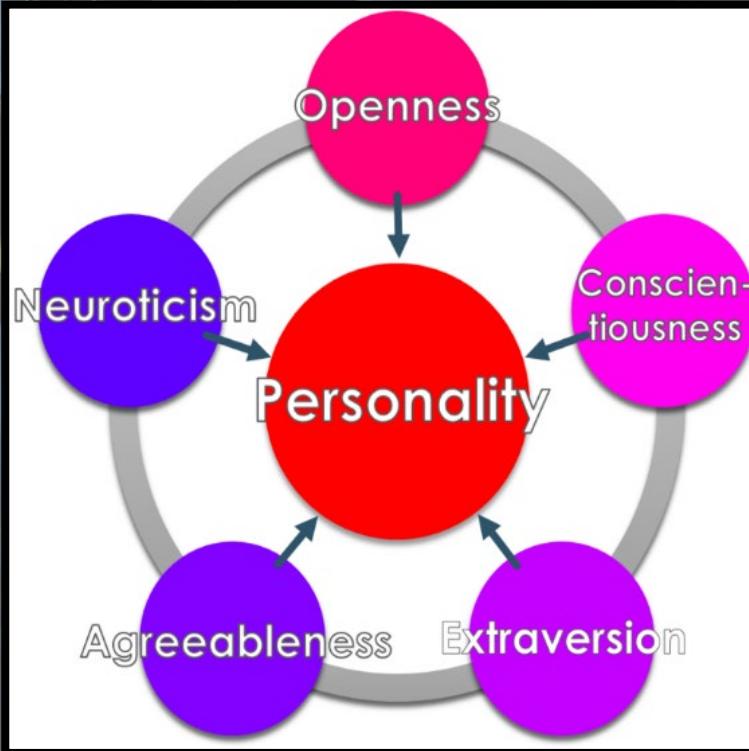
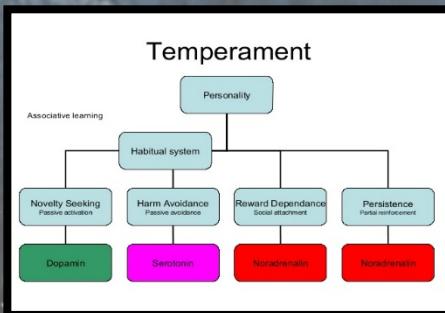
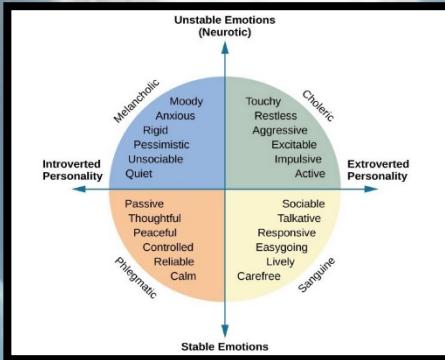
nH

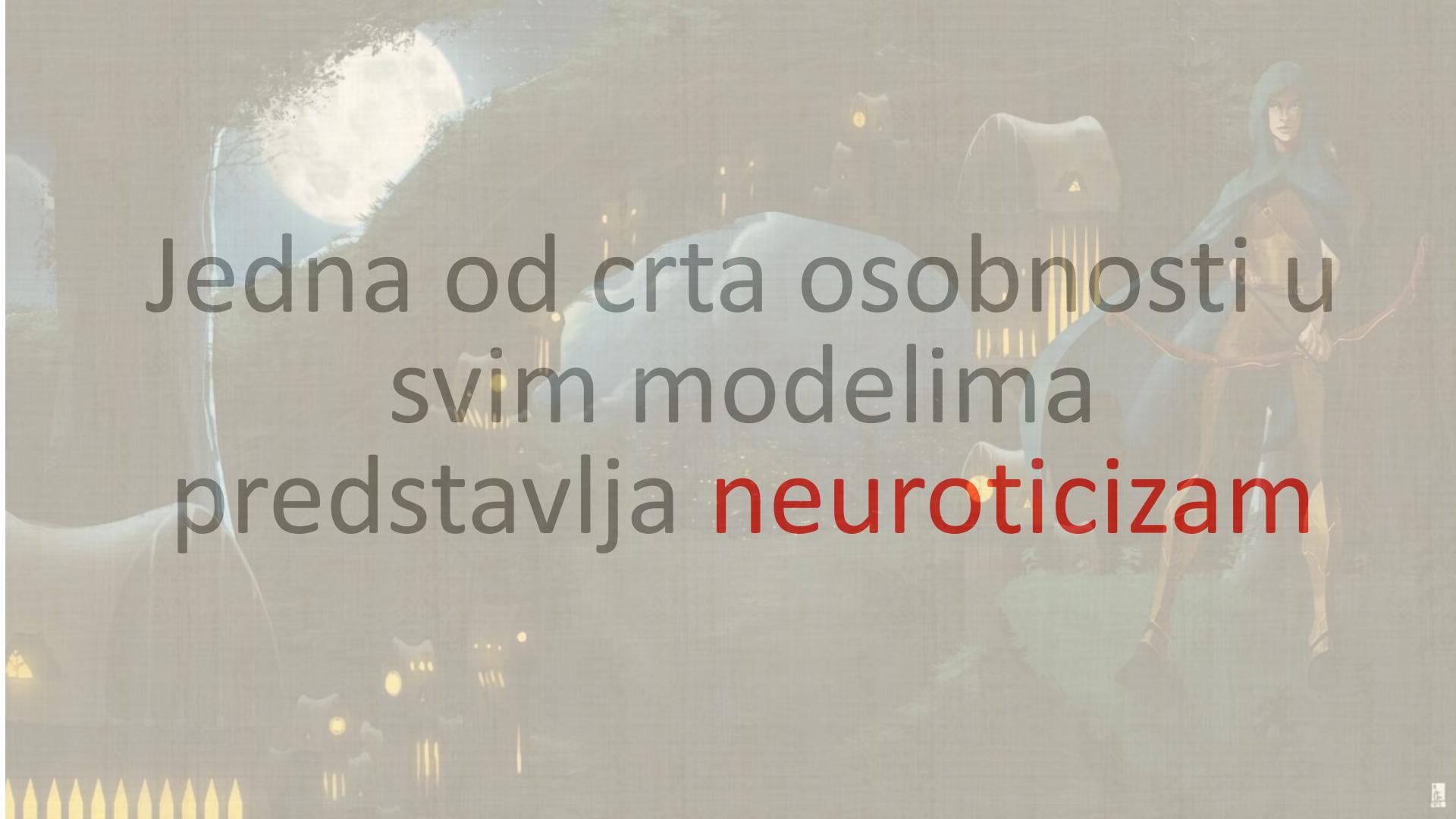
INTROVERTED
RIGID

LOW NOVELTY SEEKING

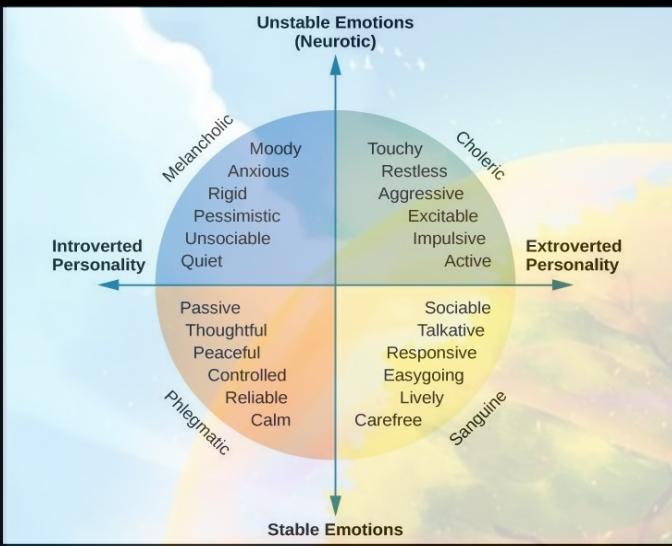


Modeli osobnosti 3,5 ili 7

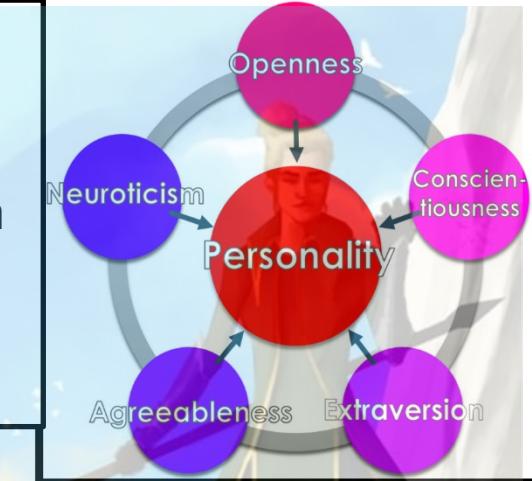


A dark, atmospheric illustration of a city at night. In the foreground, a large, dark, hooded figure stands prominently. In the background, there are several buildings with glowing windows, and a full moon is visible in the sky. The overall mood is mysterious and somber.

Jedna od crta osobnosti u
svim modelima
predstavlja **neuroticizam**

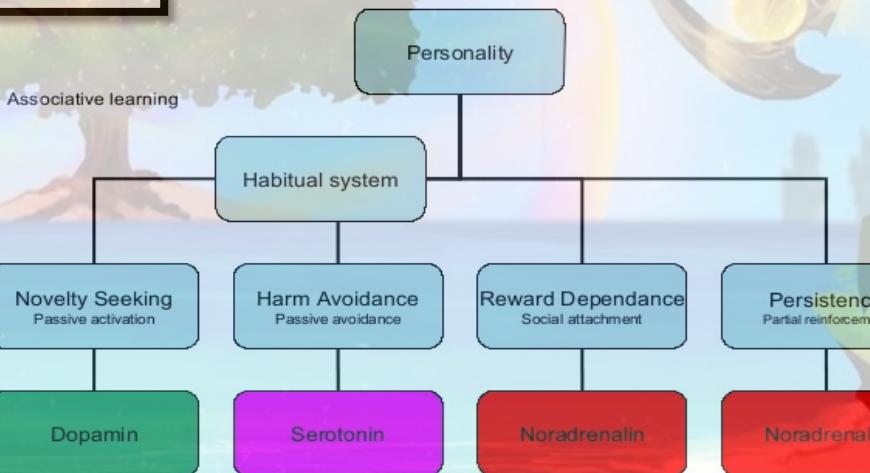


Neurotizam, jedna od osobina ličnosti **BIG5**, obično se definira kao sklonost anksioznosti, depresiji, sumnji u sebe i drugim negativnim osjećajima

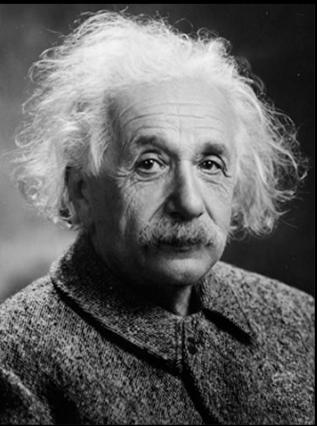
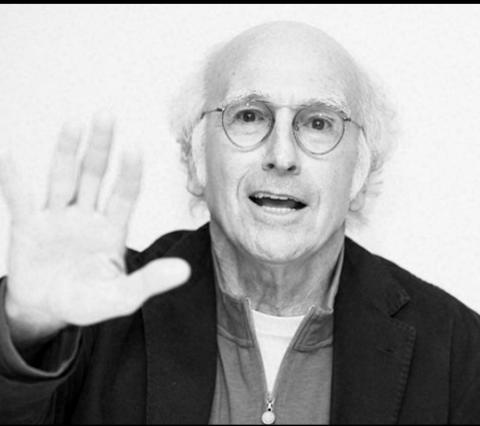
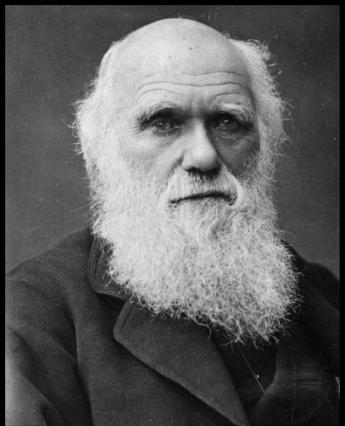
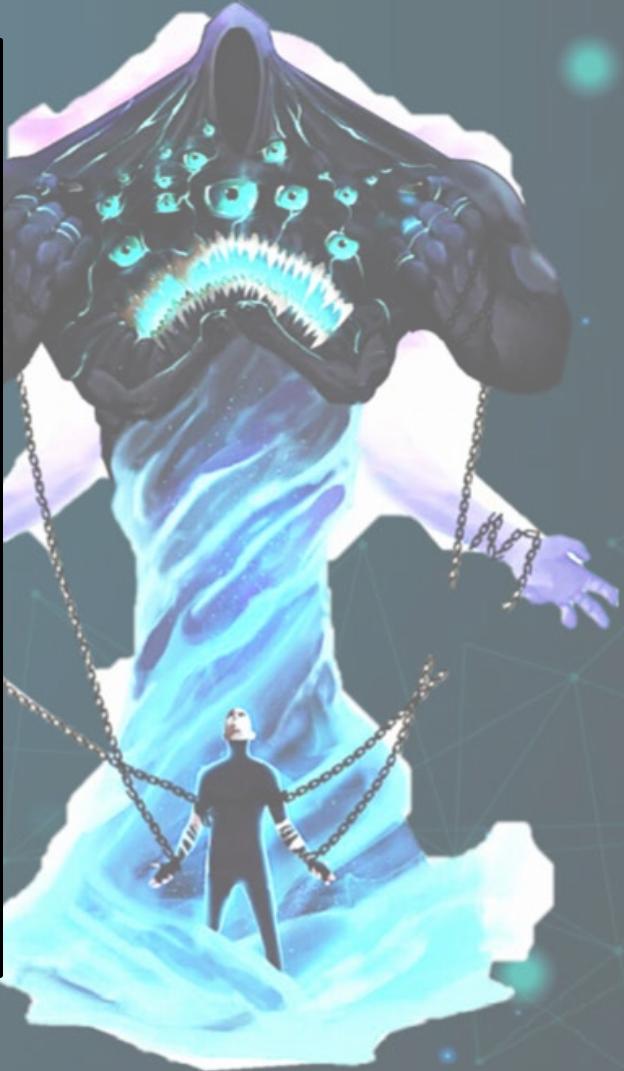
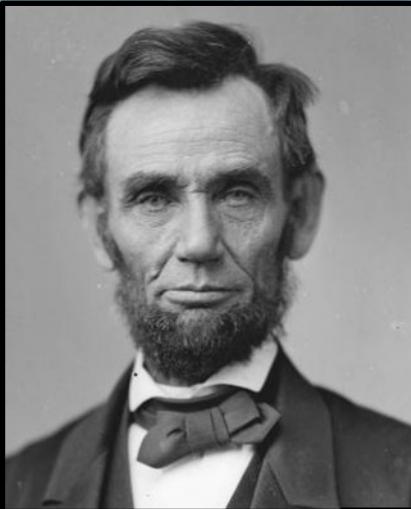


Negativna emocionalnost (PEN) osobina je ličnosti koja se odnosi na učestalost i intenzitet s kojim pojedinci doživljavaju bijes, stres ili tugu",

Temperament



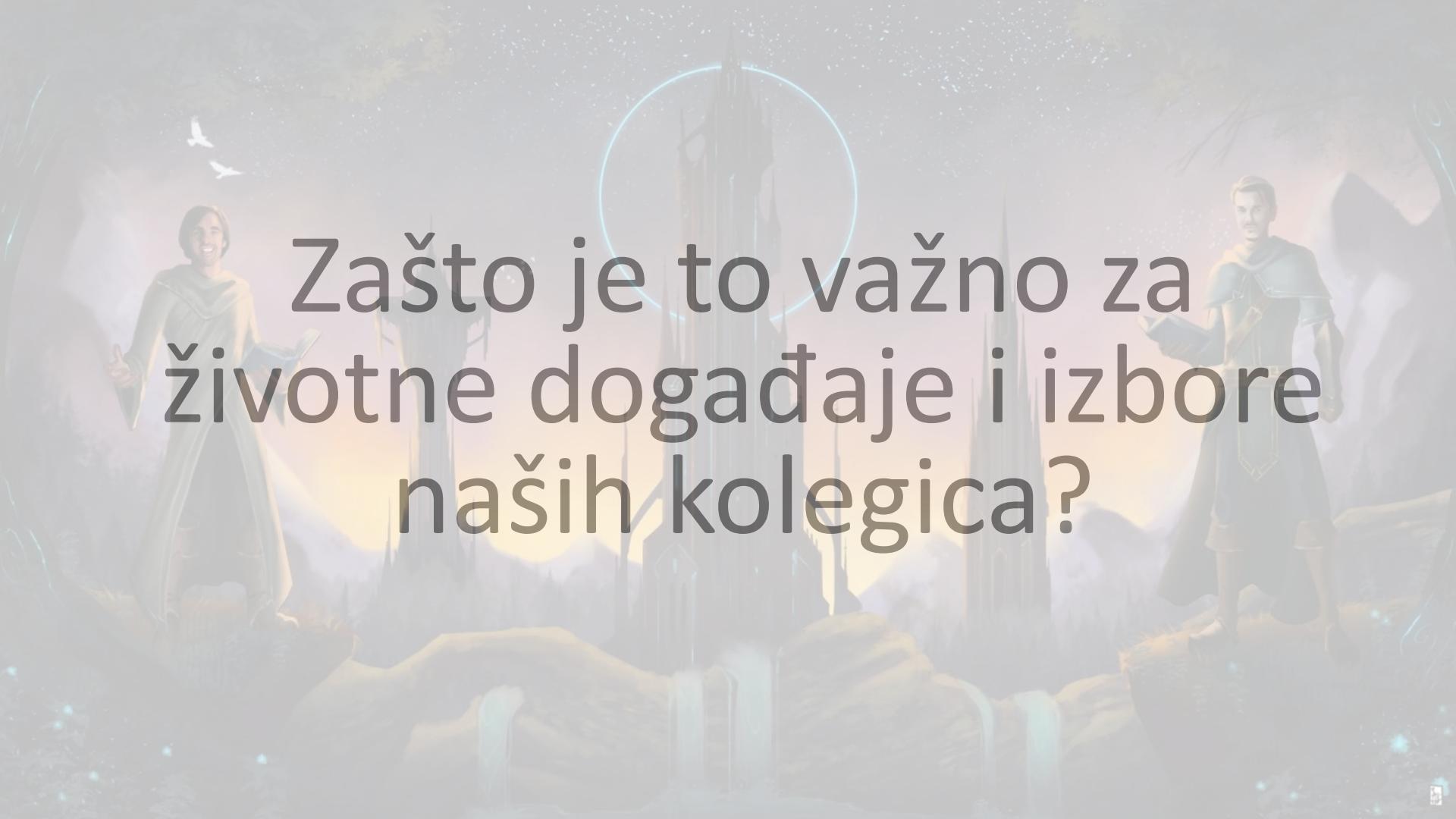
Izbjegavanje štete (HA) osobina je ličnosti koju karakterizira pretjerana briga; pesimizam; sramežljivost; uplašenost, sumnjičavost i umorljivost.



CO RE SE SE CO

5 MODELA NEURITICZIMA

1. **MODEL RANJIVOSTI I KAUZALNOSTI:** neuroticizam predviđa i pokreće prvu epizodu bilo kojeg čestog poremećaja (anksioznog, depresivnog, fobije...). Što je snažniji raste i lepeza potencijalni poremećaja i bolesti.
2. **ZAJEDNIČKI UZROČNIK:** postoje genetski i okolinski čimbenici koji uzrokuju i neuroticizam i mentalna oboljenja. Prevencija poremećaja prevenira i N.
3. **SPEKTRUM MODEL:** neuroticizam i poremećaji su manifestacije istog procesa u različitom stupnju
4. **OŽILJAK I STANJE:** Traume i poremećaji mogu uzrokovati neuroticizam kao posljedicu (TRAJNU – scar, STATE

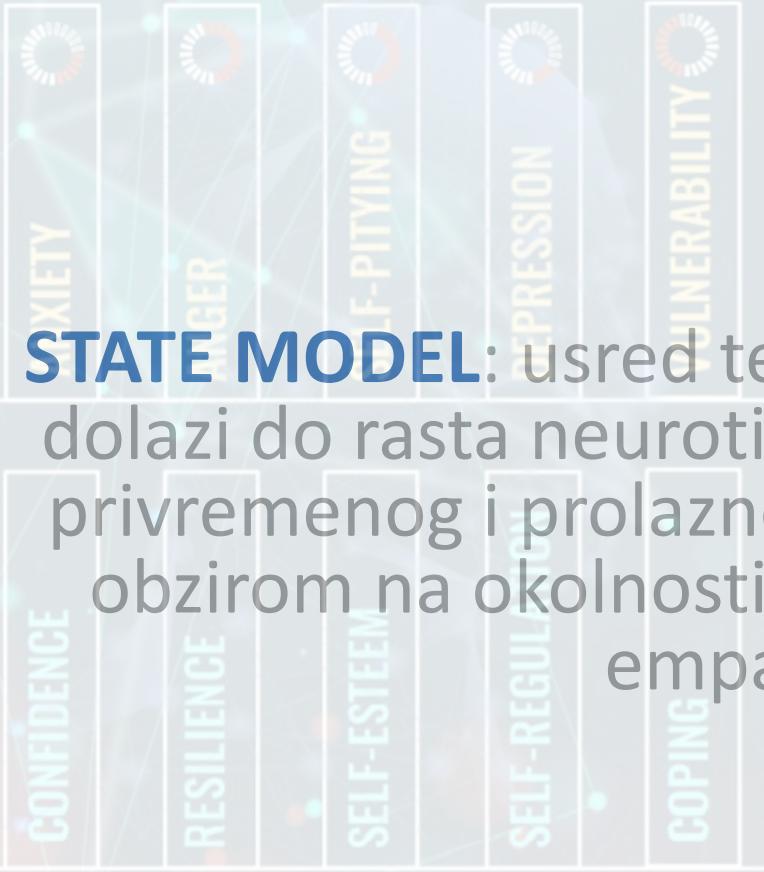


Zašto je to važno za životne događaje i izbore naših kolegica?

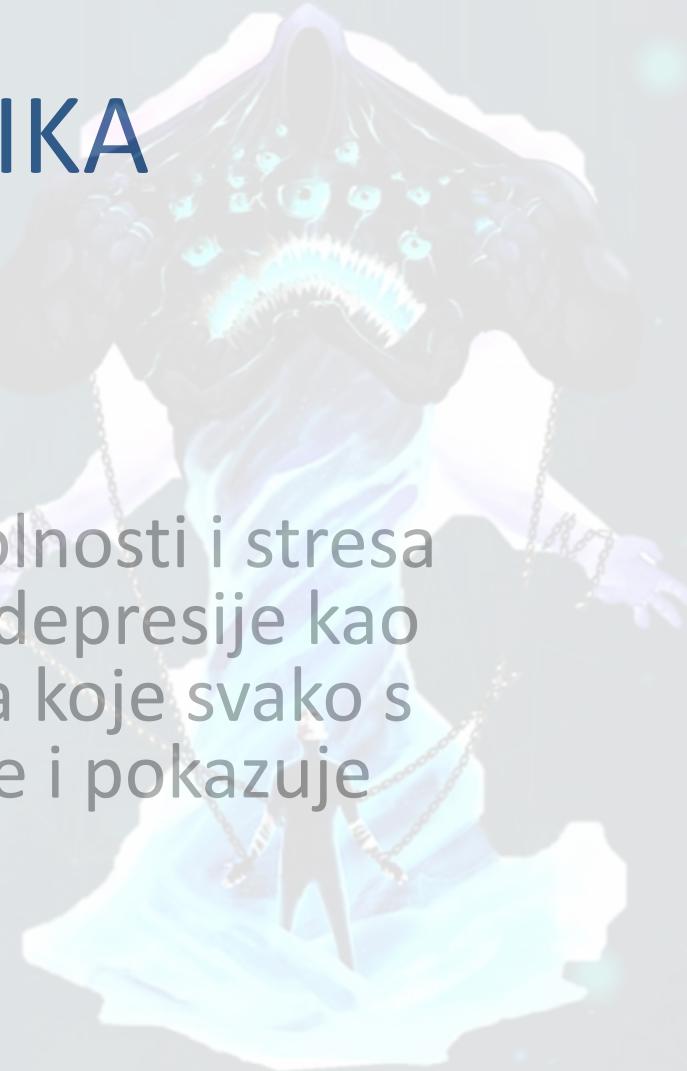
Neuroticizam je marker za poremećaje i određuje moguće strategije za pomoć

- Osobina neuroticizma je **najsnažniji samostalni prediktor učestalih mentalnih oboljenja**
- Negativna emocionalnost povezana je sa psihopatologijom osi I DSM 4, posebno s uobičajenim mentalnim poremećajima (CMD), uključujući poremećaje anksioznosti i fobija, poremećaje raspoloženje i poremećaje ovisnosti (doktori, pravnici, menadžeri...)
- 1 SD više u neuroticizmu značio je više o 30% veću vjerojatnost prvu depresivnu epizodu

SLUČAJ NIKA

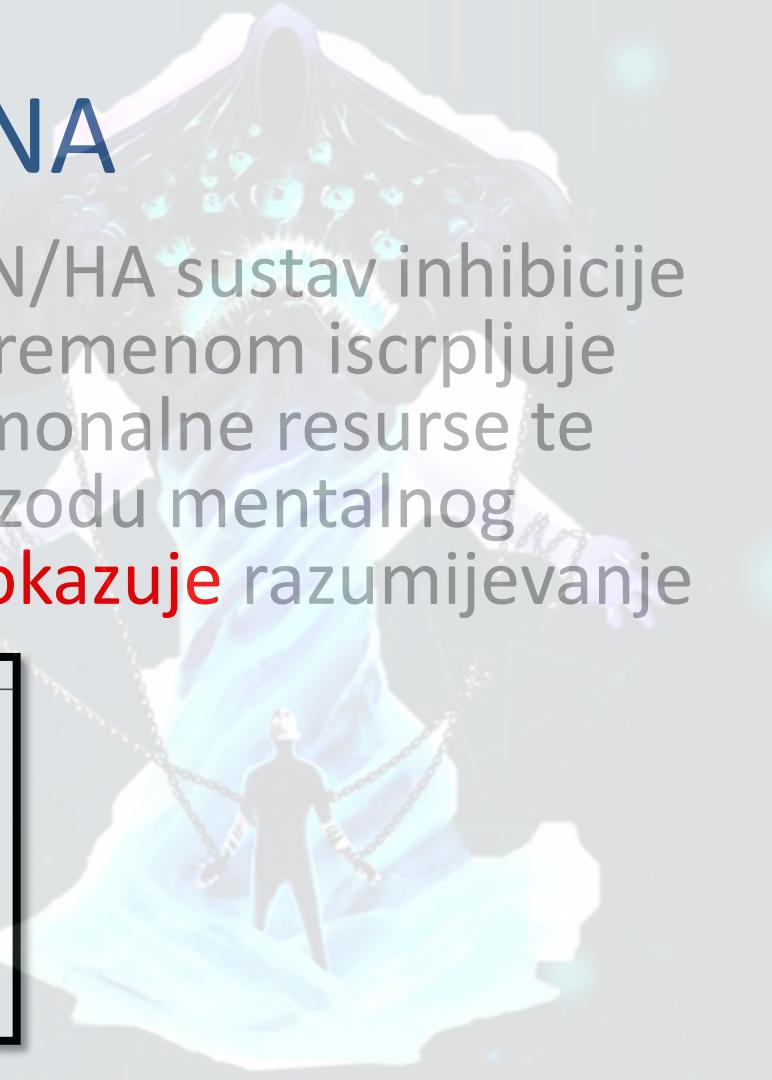


STATE MODEL: usred teških okolnosti i stresa dolazi do rasta neuroticizma i depresije kao privremenog i prolaznog stanja koje svako s obzirom na okolnosti razumije i pokazuje empatiju



SLUČAJ ANA

MODEL RANJIVOSTI I UZROKA: N/HA sustav inhibicije i biološki deficit serotonina s vremenom iscrpljuje mentalne, emocionalne i hormonalne resurse te pokreće i uzrokuje prvu epizodu mentalnog poremećaja za koju okolina **ne pokazuje** razumijevanje



MOZAK

- Neuroticizam se povezuje sa polimorfizmom serotoninskog transportnog gena
- **Studije blizanaca: do 60% genetika**
- Problem komunikacije mozga
- Insuficijencija molekula
- Područje 5HTTLRP (prema Cloninger i Baumeister – iscrpljenje mentalne snage)

STRATEGIST

NEUROTICIZAM I POREMEĆAJI

Hettema i suradnici prema Ormel i sur.:

- 9000 muških i ženskih blizanaca
- genetske korelacije između neuroticizma i učestalih mentalnih poremećaja visoke, u rasponu od 0,58 do 0,82;korelacije okoline bile mnogo niže i kretale su se od 0,05 do 0,27.
- fenotipski neuroticizam velikim dijelom posljedica zajedničkih genetskih čimbenika.

SLUČAJ ANA

Ne želi u početku čuti za lijek

Harm avoidance

HA1: anticipatory worry
vs. uninhibited optimism

HA2: fear of uncertainty
vs. confidence

HA3: shyness with
strangers vs.
gregariousness

HA4: fatigability and
asthenia vs. vigor

SAGE

SLUČAJ ANA

Ipak uz lijek dešava se obrat i kolegica zaključuje da se radi o biološkoj insuficijenciji.

SAGE

SLUČAJ ANA

MODEL SPECTRUM: lijekovi koji smanjuju depresiju ili anksioznost umanjiti će neurotičnu crtlu biološke inhibicije i osoba neće biti toliko umorljiva

Harm avoidance
HA1: anticipatory worry vs. uninhibited optimism
HA2: fear of uncertainty vs. confidence
HA3: shyness with strangers vs. gregariousness
HA4: fatigability and asthenia vs. vigor

SAGE

POVOLJNA GENETIKA

NIKOLINA

NEPOVOLJNE
OKOLNOSTI

ANA

POVOLJNE
OKOLNOSTI

NEPOVOLJNA GENETIKA

TROŠAK

- nevjerljivo velik ekonomski problem
- 25% populacije iz uzorka ima visok neurticizam tj. $\frac{1}{4}$ osoba

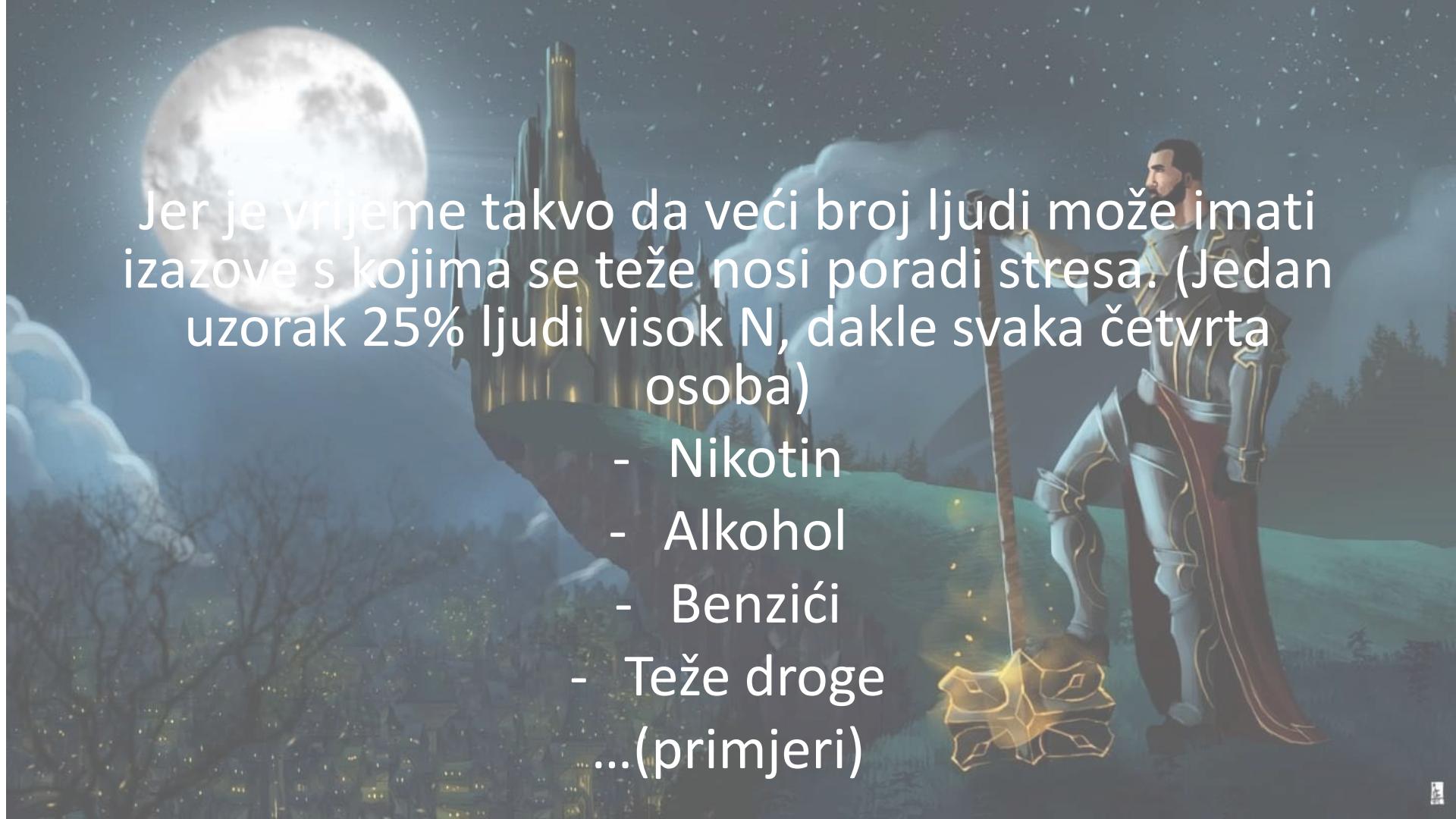
(The total excess costs of neuroticism per 1 million inhabitants resulting from the 25% highest scorers (\$1.393 billion) were approximately 2.5 times as high as the excess costs of common mental disorders (\$585 million). (prema Cuijpers)



Augustin
Portuguese

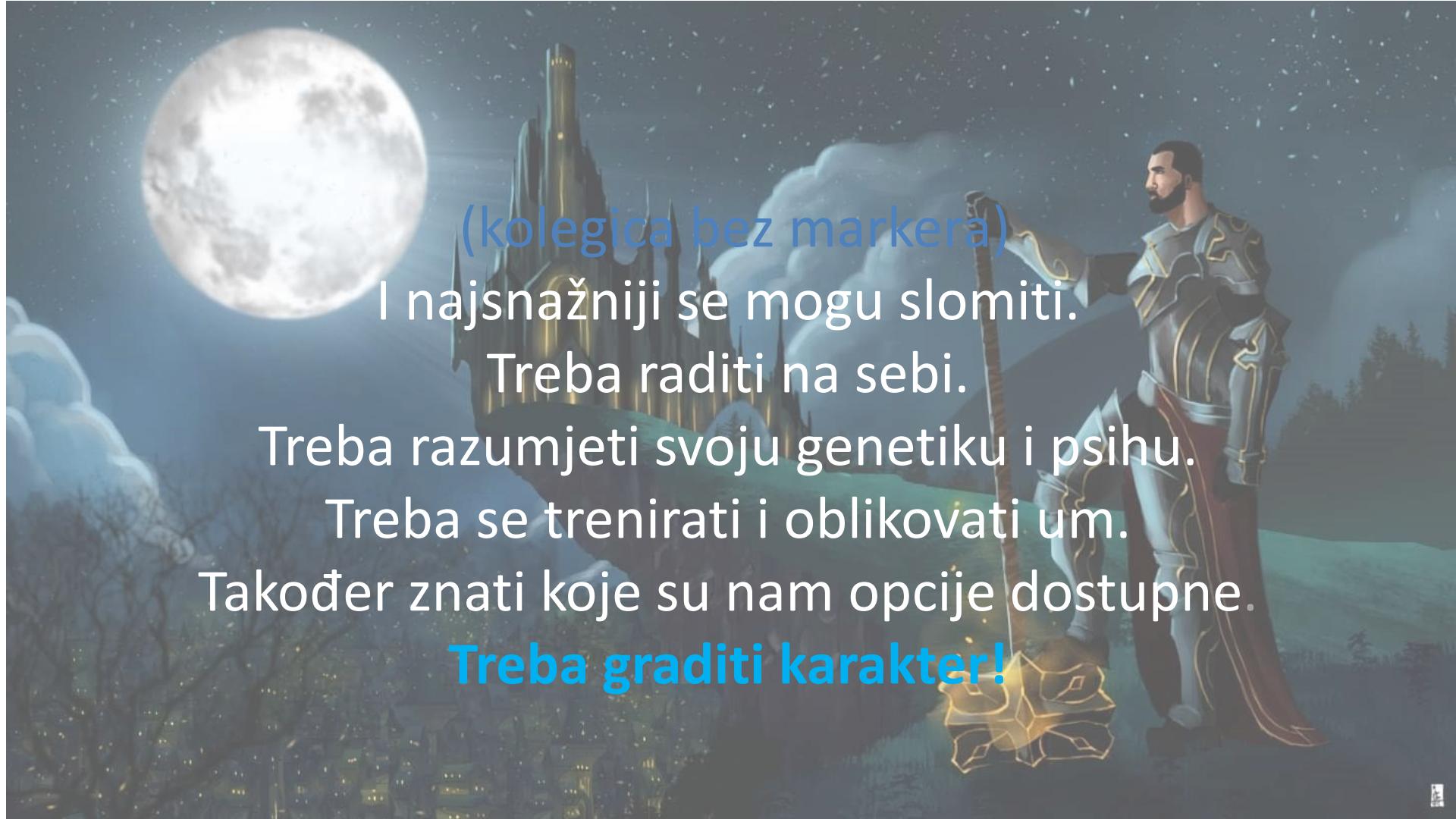
A large, bright full moon hangs in a dark, star-filled sky. Below it, a city with numerous spires and towers is visible, some of which are illuminated from within. In the foreground on the right, a knight in ornate armor stands holding a long, straight sword. He has a beard and is looking towards the left. The scene is set against a backdrop of rolling hills and distant trees.

Zašto ovo govorim?



Jer je vrijeme takvo da veći broj ljudi može imati izazove s kojima se teže nosi poradi stresa. (Jedan uzorak 25% ljudi visok N, dakle svaka četvrta osoba)

- Nikotin
- Alkohol
- Benzići
- Teže droge
- ... (primjeri)



(kolegica bez markera)

I najsnažniji se mogu slomiti.

Treba raditi na sebi.

Treba razumjeti svoju genetiku i psihu.

Treba se trenirati i oblikovati um.

Također znati koje su nam opcije dostupne.

Treba graditi karakter!

PITANJA

Priča ima i drugu stranu
(Drugi dio predavanja)

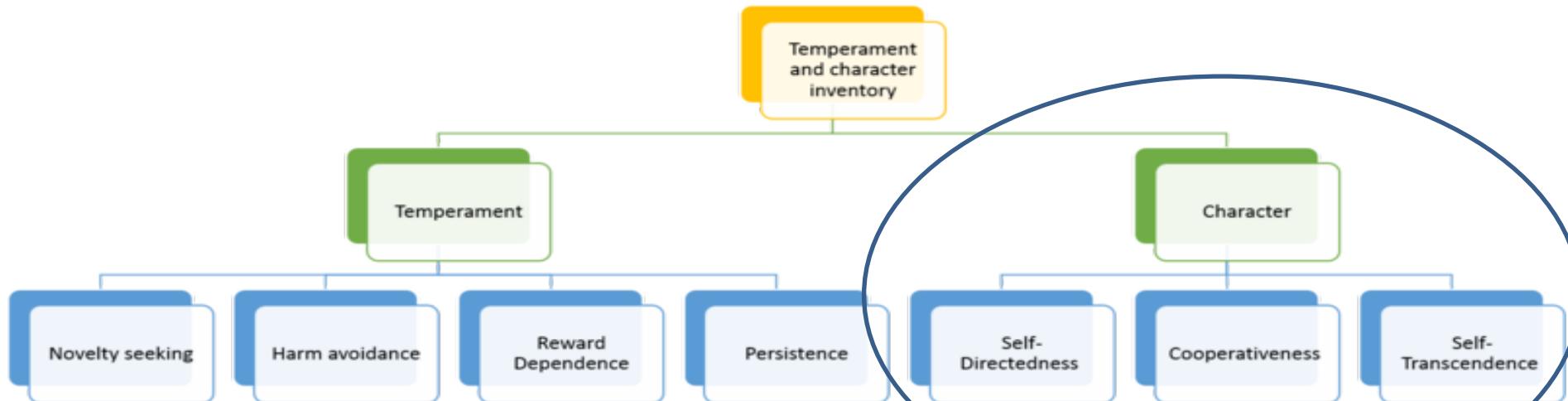
PITANJA

- Što je to karakter i što su crte karaktera?
- Koja je razlika temperamenta i karaktera?
- Kako je karakter povezan sa životnim uspjehom, a kako s prevencijom poremećaja?
- Neki zakoni jačanja karaktera

ČAK SE I CRTE LIČNOSTI MJENJAJU

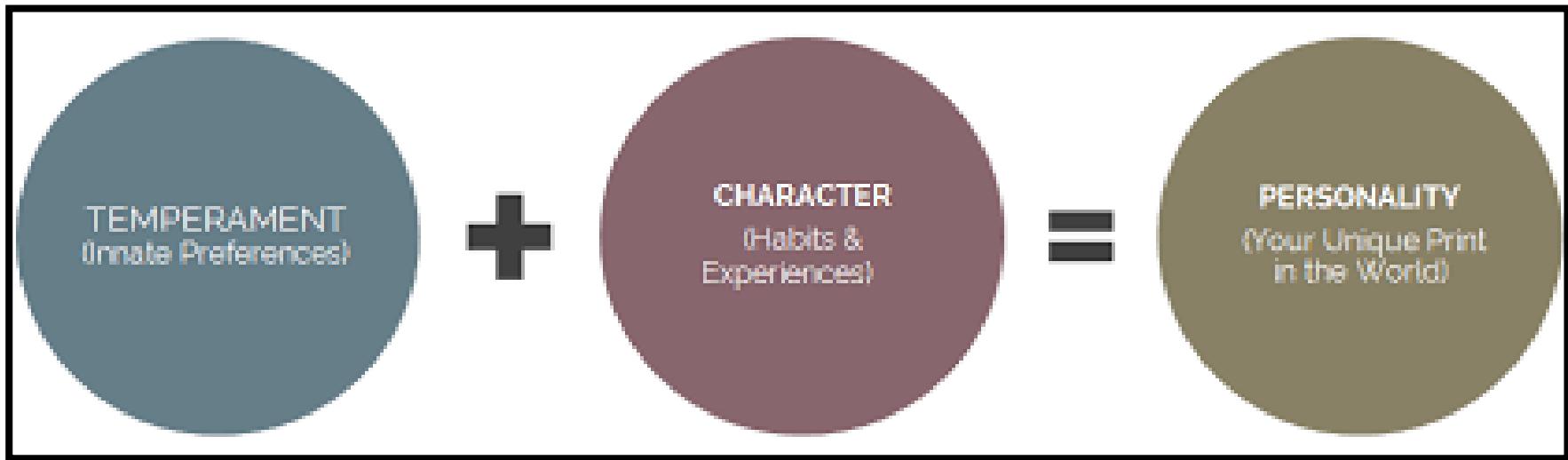
- U treningu vještina povezanih sa crtama osobnosti BIG 5 ljudi najčešće žele postati više emocionalno stabilni, a zatim savjesni
- Trening može napraviti promjenu u **crtama osobnosti!**

LIČNOST



Prostor za još veće promjene

Ličnost psihodinamski



Slična genetika i drugačiji životni ishodi

PORUKE KOJE VEŽEMO UZ KARAKTER

(trenirati „mišić” volje, Baumeister)

V. Frankl

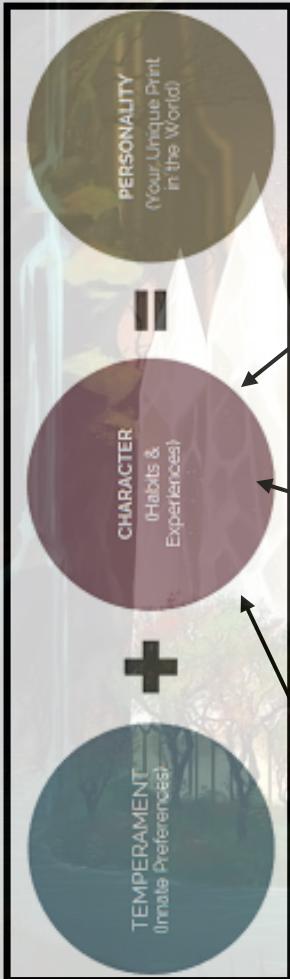


ONE OF THE MOST
SIGNIFICANT FINDINGS
IN PSYCHOLOGY IN THE
LAST TWENTY YEARS
IS THAT INDIVIDUALS
CAN CHOOSE THE WAY
THEY THINK.

- MARTIN SELIGMAN



Treba graditi svoj
karakter!



ODGOVORNOST

Character

- Self-directedness (SD)
- SD1: responsibility
- SD2: purposefulness
- SD3: resourcefulness
- SD4: self-acceptance
- SD5: congruent second nature

HUMANOST

Cooperativeness (CO)

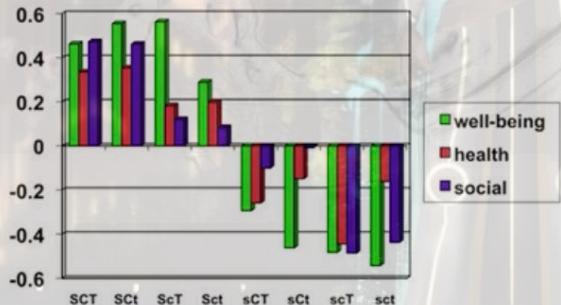
- C1: social acceptance
- C2: empathy
- C3: helpfulness
- C4: compassion
- C5: pure hearted

DUHOVNOST

Self-transcendence (ST)

- ST1: self-forgetful
- ST2: transpersonal identity
- ST3: spiritual acceptance

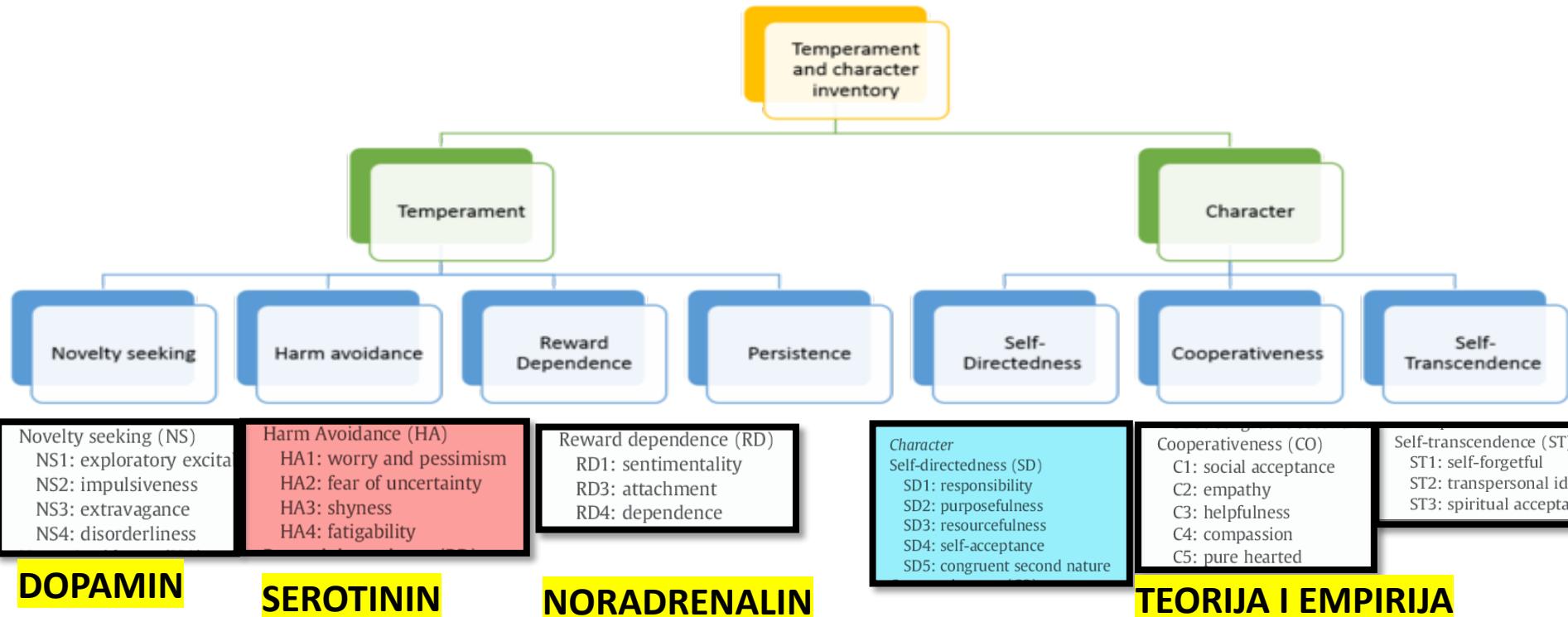
Emotional, Physical, and Social Well-being depend on Character Profiles



Cloninger & Zohar, JAD 2011

KARAKTER JE ISTO
GENETSKI ODREĐEN NO
VIŠE SE MJENJA

LIČNOST



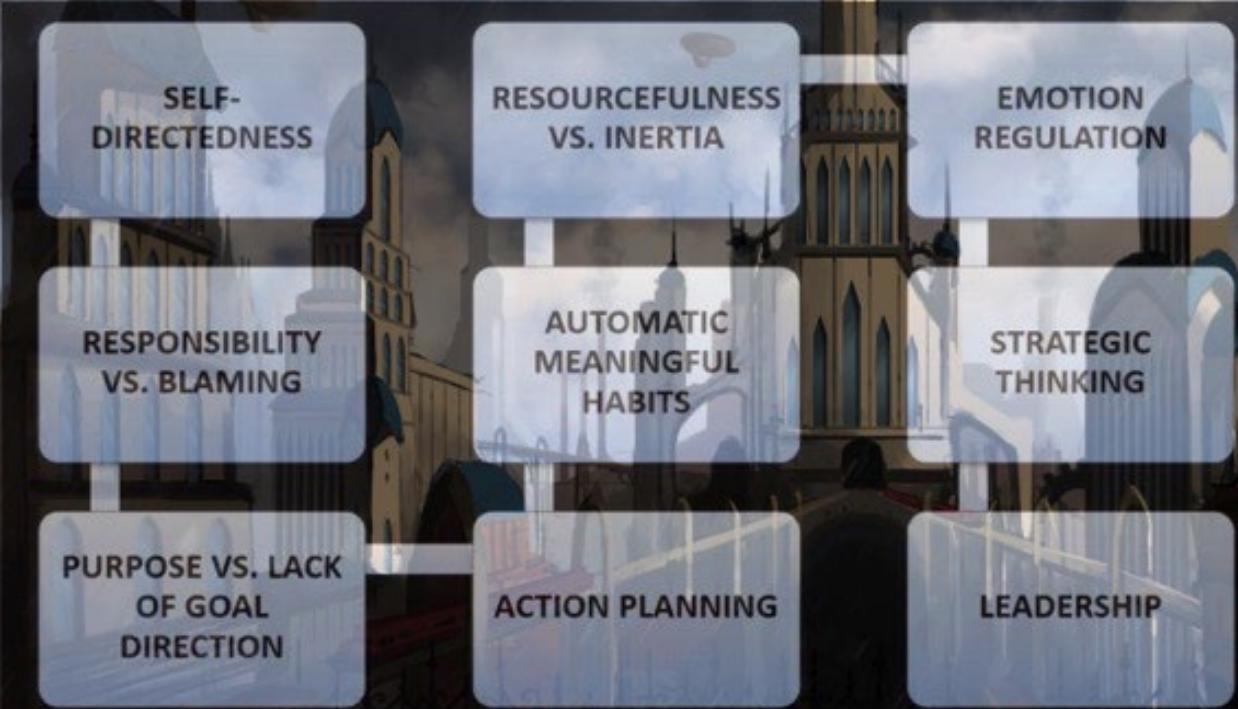
Individual reliable change in TCI traits 1997-2001

TCI Trait	Decrease %	No change %	Increase %
Novelty Seeking	6.8	88.7	4.5
Harm Avoidance	11.9	78.9	9.2
Reward Dependence	2.1	92.6	5.3
Persistence	2.3	94.7	3.0
Self-directedness	4.0	79.3	16.7
Cooperativeness	7.4	76.9	15.7
Self-Transcendence	16.1	78.6	5.3

N = 1314, change based on reliable change index

Kim Josefsson et al., in review 2011

SAMODIREKTIVNOST ILI PREUZIMANJE ODGOVORNOSTI



- SD1- Rotter (Locus kontrole)
- SD2- Frankl (smisao je snaga), Emmons
- SD3- Bandura (samoefikasnost)
- SD4- Samopoštovanje je prihvatići realitet sebe
- SD5 – Indijski koncept prosvjetljenja

STRATEGIST



FOKUSIRAJ SE NA SVOJ REALITET

1. Odgovoran sam za sve što činim i sve što ne činim ili sam propustio učiniti s obzirom na očekivanja situacije i vlastite mogućnosti”
2. Fokus na sadašnjost i budućnost ne prošlost, okrivljavanje i što je gotovo
3. Fokus na ono što se može i realne ciljeve, a ne na ono što se ne može.
4. Fokus na ono što je realno u „našem dvorištu” i ulogama, ne bijeg u maštarije

FUNKCIONIRANJE U REALITETU

(Autonomni SELF i odgovornost)

- SD1- Rotter (Locus kontrole)
- SD2- Frankl (smisao je snaga), Emmons (PS)
- SD3- Bandura (samoefikasnost)
- SD4- Samopoštovanje je prihvatiti realitet sebe
- SD5 – Indijski koncept prosvjetljenja

1. Responsibility Vs. Blaming (SD1)
2. Purposefulness Vs. Lack Of Goal Direction (SD2)
3. Resourcefulness Vs. Inertia (SD3)
4. Self-Acceptance Vs. Self-Striving (SD4)
5. Congruent Second Nature Vs. Incongruent Habits (SD5)

HUMANOST ILI KOPERATIVNOST, TRANSCEDENCIJA ILI DUHOVNOST

Cooperation/
Teamwork

Empathy vs.
social
disinterest

Social
acceptance
vs.
Intolerance

Principles vs.
self-
advantage

Compassion vs.
revengefulness

Helpfulness vs.
Unhelpfulness

Enlightened
vs. objective

Spiritual
acceptance
vs. rational
materialism

Growth
mindset

LIGHTBRINGER

KOOPERATIVNOST (društveni self)

Rogers, Colhberg, kršćanstvo (Isus Krist : ljubi bližnjeg svog kao samoga sebe)

- **social acceptance vs. social intolerance** (CO1, e.g., “I can usually accept other people as they are, even when they are very different from me”),
- **empathy vs. social disinterest** (CO2, e.g., “I often consider another person’s feelings as much as my own”),
- **helpfulness vs. unhelpfulness** (CO3, e.g., “I like to share what I have learned with other people”),
- **compassion vs. revengefulness** (CO4, e.g., “I hate to see anyone suffer”),
- **integrated conscience vs. self-serving advantage** (CO5, e.g., “I cannot have any peace of mind if I treat other people unfairly, even if they are unfair to me”)

SAMOTRANSCEDENTNOST (self u kontekstu kozmosa)

ZAŠTO SAM OVDJE, OD KUDA DOLAZIM I KAMO IDEM?

1. „Spiritual and religious beliefs (e.g., belief in the existence of a higher power)
2. Unifying interconnectedness (i.e., an experienced sense of connection with other living beings, the environment, and a higher power)
3. Belief in the supernatural (e.g., belief in paranormal phenomena, such as extrasensory perception)
4. Dissolution of self in experience (e.g., absorption, or a loss of sense of separate self while immersed in experience)

NIKA: samo usmjerenje, preuzimanje odgovornosti, fokus na svoju dobrobiti, uvođenje dnevne rutine, duhovnost, zajednica...

Kondicionala se u dobrim navikama u skladu sa svojim duhovnim svjetonazorom. Za razliku od duhovnosti, religioznost je već po sebi kondicioniranje – samo se prištekala.

Prayer beads are used by members of various religious traditions such as Hinduism, Buddhism, Shintoism, Umbanda, Christianity, Islam, Sikhism and the Bahá'í Faith to mark the repetitions of **prayers, chants or devotions**, such as the **rosary** of the **Blessed Virgin Mary** in Catholicism, **dhikr** (remembrance of God)



KARAKTER JE TEMELJ
RASTA

Chronesthesia
Episodic future
thinking

Mental
training

Visionary
vision
thinking



Thinking

Hope and
resolve

Self
motivation

Resilience
and stress
management

BUILDER

PITANJE

Pitanje za svakog od nas je - što mi radimo sa svojim životom?
Tucamo kamenje, režemo cigle ili gradimo prekrasnu građevinu?

Zakoni treniranja karaktera

ZAKON 1.

**Preuzmi odgovornost za
svoje vrijeme**

86 400 x Y

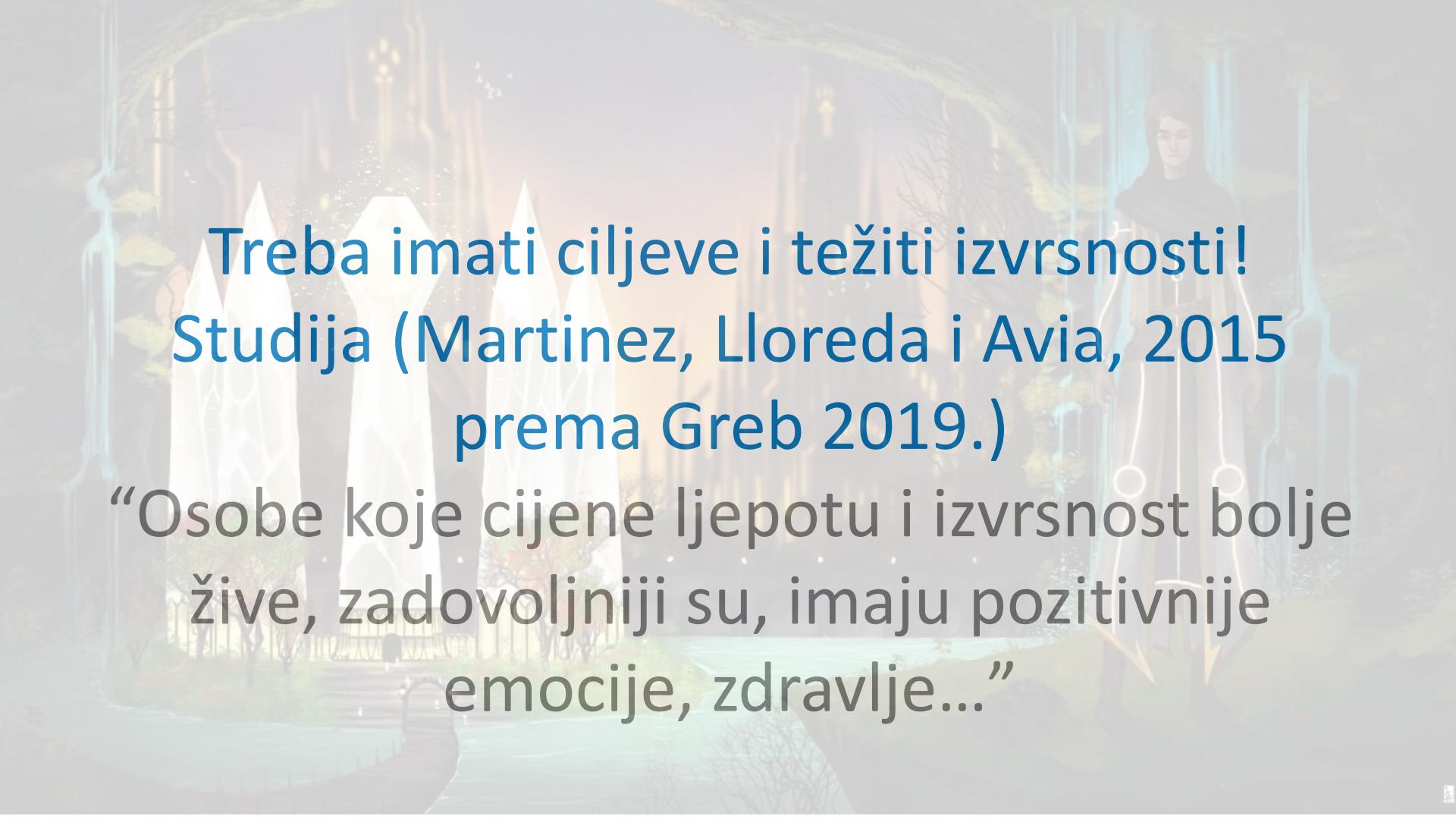
ZAKON 2.

Preuzmi odgovornost za
ključne uloge

- Koje su moje ključne životne uloge po redu važnosti?
- Što mogu danas učiniti za moje tri ključne životne uloge?
- Koju ulogu mogu popraviti učenjem ili čitanjem?
- Koja uloga me raduje i puni?

ZAKON 3.

**Preuzmi odgovornost za
svoje ciljeve**

A woman in a red dress stands in a sunlit garden. In the background, there's a large, ornate fountain with multiple jets of water. The garden is filled with various plants and trees, and sunlight filters through the leaves, creating bright highlights and shadows.

Treba imati ciljeve i težiti izvrsnosti!
Studija (Martinez, Lloreda i Avia, 2015
prema Greb 2019.)

“Osobe koje cijene ljepotu i izvrsnost bolje žive, zadovoljniji su, imaju pozitivnije emocije, zdravlje...”

- **KATEDRALA CILJEVA:**
- Kako bi definirao svoja tri životna projekta ili dugoročna cilja?
- Kako bi živio ovaj tjedan da mogu živjeti ponovo?
- Kako se moje misli ponašaju?
- Je li to ono o čemu danas trebam razmišljati?
- Što mogu činiti danas da ostvaruje moje životne ciljeve?
- Što mogu učiniti za sebe da nije štetno?

ZAKON 4.

Preuzmi odgovornost za svoje srce!

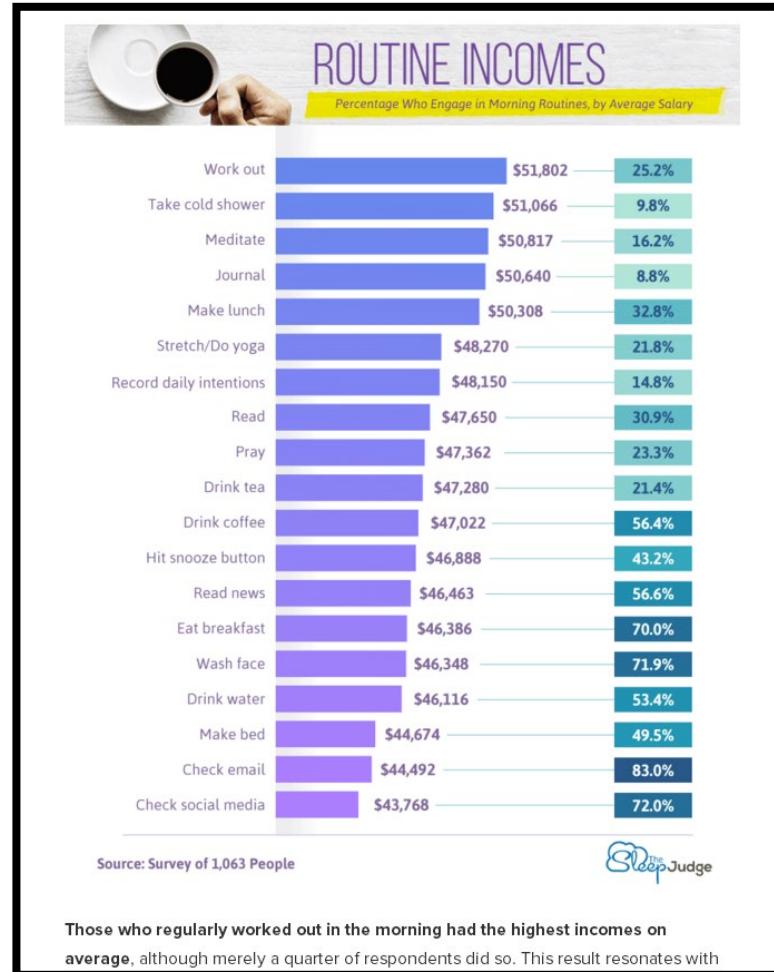
(Ijudi su dugoročan projekt)

- Budimo dragi prema ljudima osobito bližnjima
- Borimo se za svoje bližnje, ne sabotirajmo odnose
- Budimo strpljivi i opaštajmo
- Dajmo feedback iz brige i dobro namjerno
- Izbjegavajmo tračeve, ogovaranja i svađe!
- Imamo li ljubavi i empatije za druge?
- Opaštamo li ljudima i sebi?
- Kakvi smo prema ljudima koji pogorješe?
- Jesmo li sebični, kritični skloni kazniti?

ZAKON 5.

**PREUZMI ODGOVORNOST
ZA SVOJU JUTARNJU I
VEČERNJU RUTINU!**

- Vizualizacija
- Trening samo-govora
- Afirmacije u koje vjerujemo
- Fokus na ono bitno
- Molitva
- Tračanje



ZAKON 6.

**BLOKIRAJ VRIJEME ZA
SEBE**

Život nije samo dužnost!

- Treba se znati smijati
- Treba se znati odmoriti
- Treba se znati radovati
- Treba znati **BLOKIRATI** trenutka za sebe i čuvati ga!
- Treba imati hrabrosti razvijati svoje talente
- Treba imati hrabrosti biti duhovan ne samo materijalan
- Treba voljeti sebe

Your calendar is completely booked, like this:

SUN	MON	TUE	WED	THU	FRI
19	20	21	22	23	24
GMT+04					
8 AM	Meeting 8 ~ 9am	Meeting 8 ~ 9am	Meeting 8 ~ 9am	Meeting 8 ~ 9am	Meeting 8 ~ 9am
9 AM	Meeting 9 ~ 10am	Task 9 ~ 11am	Task 9 ~ 11am	Meeting 9 ~ 10am	Meeting 9 ~ 10am
10 AM	Task 10am ~ 12pm			Task 10am ~ 12pm	Task 10am ~ 12pm
11 AM		Meeting 11am ~ 12pm	Meeting 11am ~ 12pm		
12 PM	Lunch 12 ~ 1pm	Lunch 12 ~ 1pm	Lunch 12 ~ 1pm	Lunch 12 ~ 1pm	Lunch 12 ~ 1pm
1 PM	Task 1 ~ 4pm	Task 1 ~ 4pm	Task 1 ~ 2pm Meeting 2 ~ 3pm Task 3 ~ 4pm	Task 1 ~ 3pm Meeting 3 ~ 4pm	Task 1 ~ 4pm
2 PM					
3 PM					
4 PM	Meeting 4 ~ 5pm	Meeting 4 ~ 5pm	Meeting 4 ~ 5pm	Meeting 4 ~ 5pm	Meeting 4 ~ 5pm
5 PM					

ZAKON 7.

**USVOJI SMISLENE ŽIVOTNE
OKVIRE**

KARAKTER

LOGOTERAPIJSKI: osnovni životni okviri

- Sve ima smisao
- Sve se okreće na dobro
- Sve mogu izdržati
- Priča ima sretan kraj

ZAKON 8.

ZAKON OČUVANJA ENERGIJE

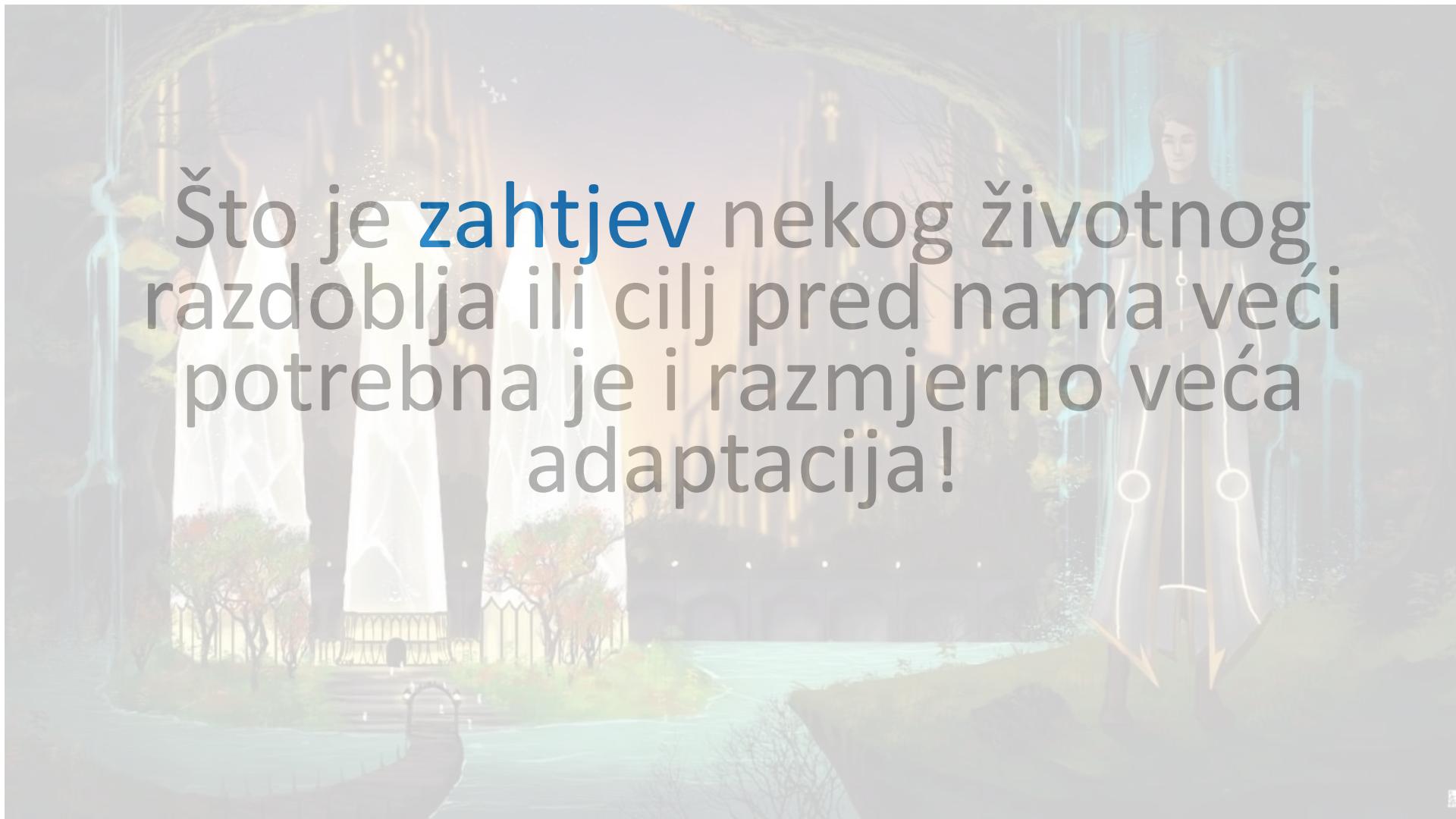
Tjelesna – kretanje

Mentalna – planiranje

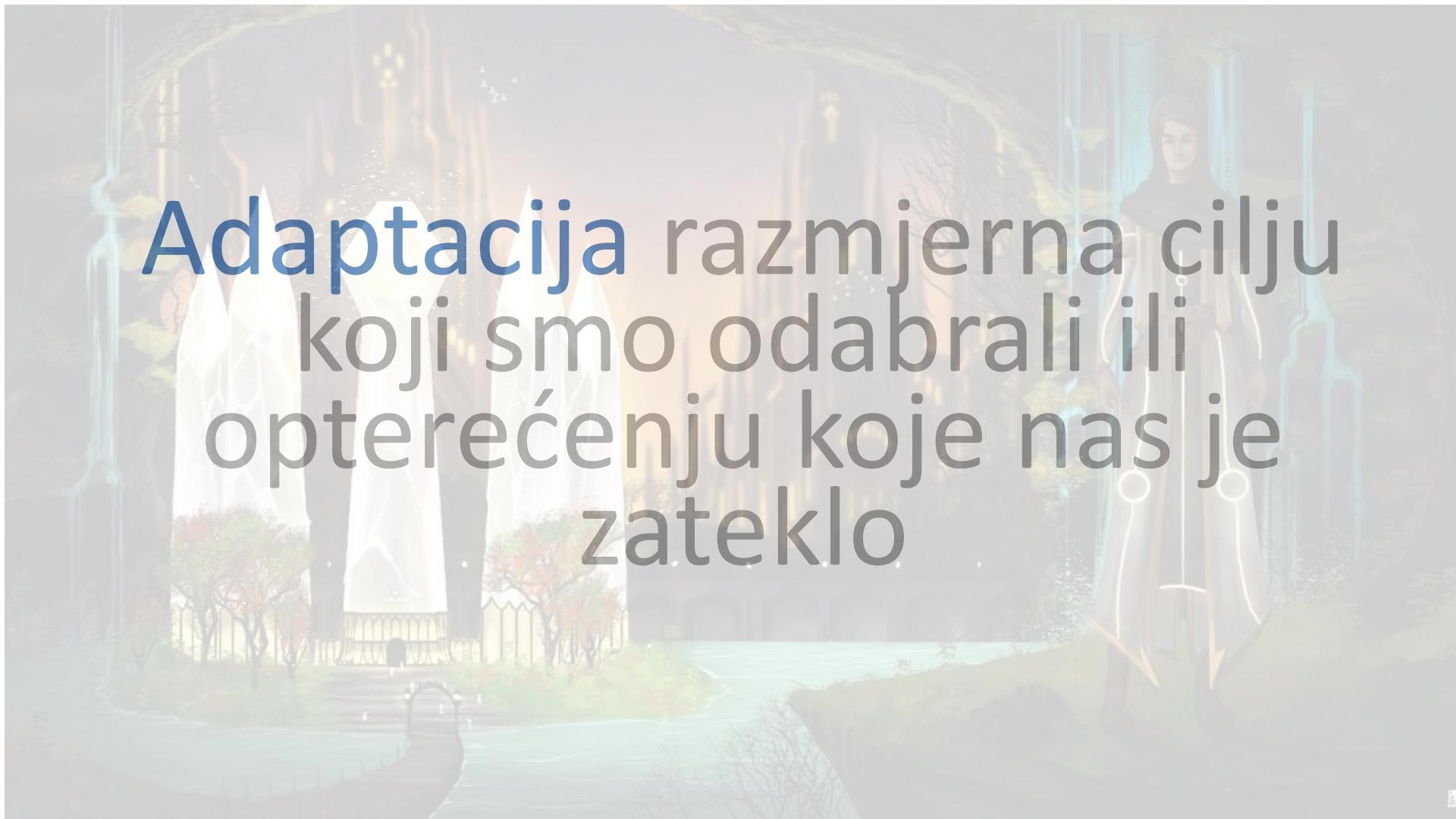
Emocionalna – odnosi

Duhovna – prakse poput molitve

ZAKON ADAPTACIJE

A person in a long white robe stands in a garden, looking towards a building in the distance. The scene is set in a traditional East Asian architectural style with curved roofs and decorative elements. A path leads from the foreground through the garden towards the building.

Što je **zahtjev** nekog životnog razdoblja ili cilj pred nama veći potrebna je i razmjerno veća adaptacija!



Adaptacija razmjerna cilju
koji smo odabrali ili
opterećenju koje nas je
zateklo

PRIMJERI SLAVNIH OSOBA

BEN PLATT IS PREPARED

Let's compare Platt to lazy, crazy [Mariah Carey](#), who suffered vocal damage early in her career and has made no discernible effort to retrieve entire sections of her voice that went missing before the nineties ended. I guess she didn't have to, because she is able to rely on technological subterfuge and other more old-fashioned trickery ever since. This sorta works until there are electrical problems.

By contrast, Ben Platt understands and respects his voice and, like most Broadway performers, [relies on preparation and skill; you can't fake eight shows a week. There is no more unsettling feeling for an audience than worrying that a performer is unprepared, un-rehearsed, or out of control.](#) With Mariah, you usually get all three and, judging by the Rockefeller Center tree lighting debacle of '15 and the New Year's Eve car crash of '16, we can also add "unapologetic" to the list.



kind of repetitive emotional and physical exertion can prove exhausting for the best of us, and among the many [differences between acting for camera and acting on stage](#) is the exaggerated movement and vocal projection required for stage actors.

In [this New York Times article](#), Platt talks of the "monkish existence" he has in order to prepare for each show. In addition to losing 30 pounds for the role, Platt gives precedence to solitude and silence in order to rest and recover, notoriously turning down every opportunity for social gatherings. He also refrains from gluten and dairy, takes supplements, and attends physical therapy sessions twice a week that regularly involves the practice of cupping. Much to his chagrin, he's also developed a habit of nail-biting and obsessively cracking his knuckles — habits he picked up from his character, Evan.

"NE BI
PREŽIVIO 8
NASTUPA
TJEDNO!
Živim
disciplinirano
Poput monkova
jer je
zahtjevno.
Težina,
psihoterapeut,
dijeta,
odmor..."

Kit Harington has checked himself into rehab. The *Game Of Thrones* star is staying at a facility to help combat stress ahead of the show's ending, which "really hit him hard," multiple sources have confirmed.

A rep for the actor told *Page Six*, "Kit has decided to utilise this break in his schedule as an opportunity to spend some time at a wellness retreat to work on some personal issues."

A friend of Kit's added: "He realised, 'This is it — this is the end'. It was something they had all worked so hard on for so many years. He had a moment of, what next?

"He's in the clinic predominantly for stress and exhaustion and also alcohol."

The publication added that Kit's wife and *Game Of Thrones* co-star, Rose Leslie, is being "extremely supportive".

"Everyone close to him really wanted him to get some rest. Right now, he just needs peace and quiet."



Throughout her time in the industry, she has seen a number of her artists experience "burnout" from the lifestyle — including Dutch DJ and record producer duo Blasterjaxx and fellow Dutch DJ and music producer Laidback Luke, an artist she currently works with who was a close friend and mentor to Avicii, real name Tim Bergling.

The pressures of the EDM world



DJ Avicii performs onstage during Rolling Stone Live SF with Talent Resources on February 7, 2016 in San Francisco, California. Rich Polk / Getty

Josh Hartnett on what major roles he declined, why he couldn't handle fame

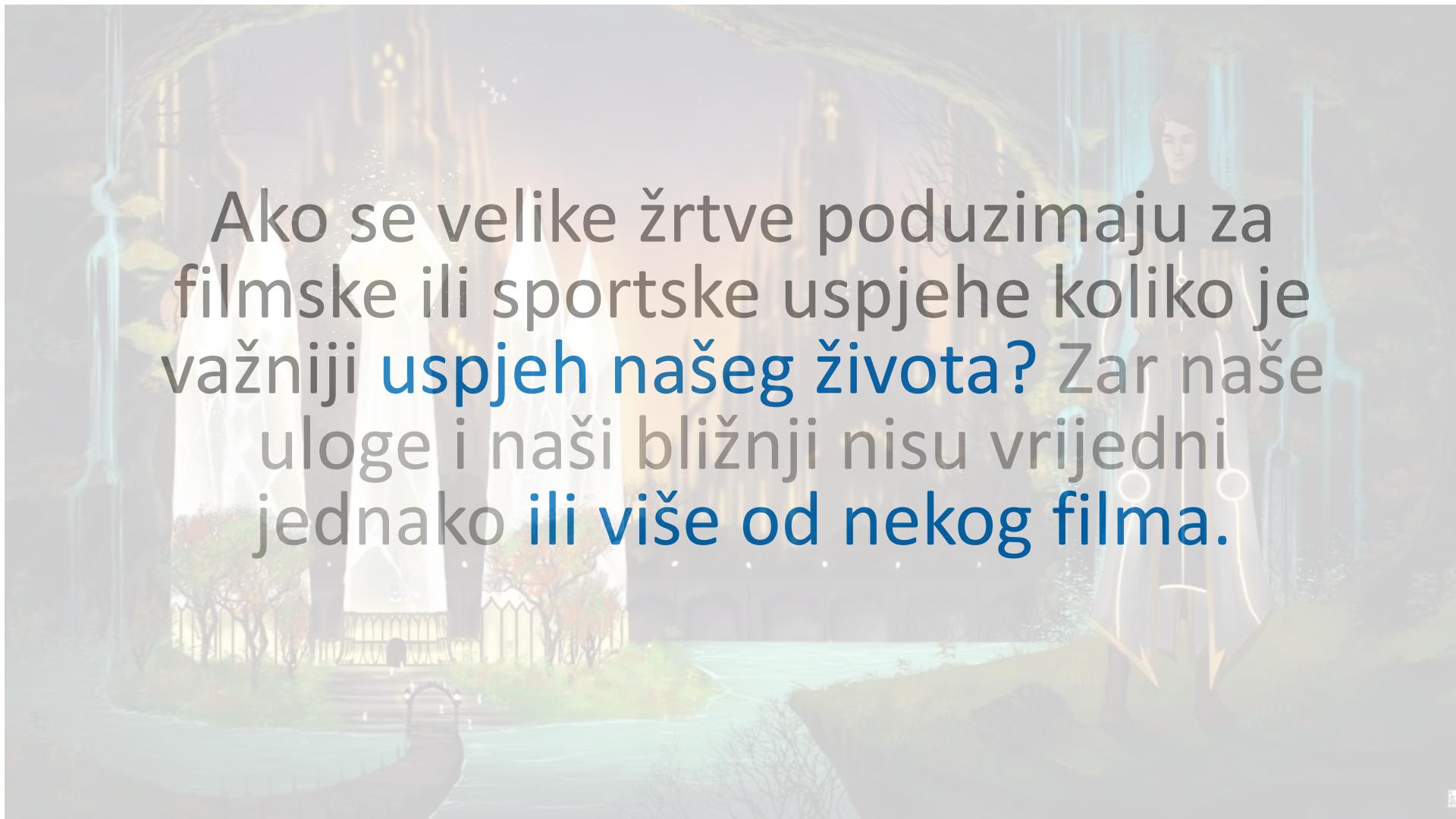
Emily April 30, 2014 Celebrities, Josh Hartnett 2 Comments



Early last decade, Josh Hartnett seemed to be everywhere — at least among my group of teenage girlfriends. (One friend's AIM screen name was even something along the lines of "Josh Hartnett Lover.") Then, fairly rapidly, the *Pearl Harbor* star disappeared from the covers of magazines, major movies and red carpets.

Now the 35-year-old star admits he semi-intentionally faded away from the spotlight because he couldn't handle the heat.

"I couldn't really go anywhere. I didn't feel comfortable in my own skin. I was alone. I didn't trust anyone," Josh told *Details* of the height of his fame and his decision to retreat to Minnesota. "I'm still finding my way through all that."



Ako se velike žrtve poduzimaju za filmske ili sportske uspjehe koliko je važniji **uspjeh našeg života?** Zar naše uloge i naši bližnji nisu vrijedni jednako ili više od nekog filma.

ODABERI ONO ŠTO TI IMA SMISLA



“

You have to become one thing at some point in your life. And the sacrifice, of course, is that you give up all the other things that you could become. But you don't really have a choice because if you don't decide voluntarily to become one thing, to become a disciplined adherent of some specific practice or profession or viewpoint then you risk just aging chaotically.

And you don't get away with not aging so you might as well age into something that's actually something.

JORDAN PETERSON

