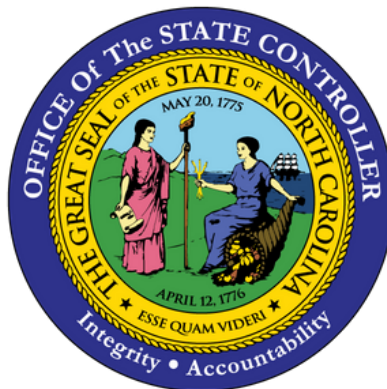


CREATE A HIGHLY ENGAGED TEAM CULTURE

RELEVANT, INSPIRING, & ACTIONABLE
PROFESSIONAL DEVELOPMENT

(That actually sticks.)



EXTRAordinary!
COMMUNICATION

REVIVE YOUR WORK.COM

BE INTENTIONAL WITH THE JOURNEY

WEIGH OUT THE **WHYS** AND THE **WHY-NOTS**



If the journey toward team engagement was easy, everyone would be on it. When the pain of inaction outweighs the fear of action, momentum can begin. Start by identifying the value of moving forward and the consequences of staying still.

Two Sides of the Story

VALUE

CONSEQUENCES

VS

CHALLENGE CLICHÉS FOR A FRESH PERSPECTIVE

LOOK AT OLD **WAYS** WITH NEW **EYES**

HELLO
 The most important person is:

Just because you've heard something a million times doesn't make it true. As you commit to shifting your mindset, give yourself permission to poke at previously held perspectives. The discoveries you make might surprise you with new energy.

Transformational Truths

- Work is great **soil** for growth because of and
- The two biggest **barriers** are and
- The real **opportunity** is to see as

HOW TO CHANGE OTHER PEOPLE

BY LEO BABAUTA

If only we could get others to be more considerate, less annoying, more diligent, see our point of view ...

How often have you wanted to change other people so they'd be better? Better spouses, kids, roommates, coworkers, employees? We want our kids to study harder and clean up after themselves, our spouses to be more considerate, our coworkers to be on time, our roommates to be neater, our relatives to be healthier, and so we try to change them.

How often has that worked?

People don't want to be changed. And we can't force them to change. This causes no end of frustration, for us and the person who we're trying to change. What we can change, instead:

1. Our responses to their actions. If someone is being frustrating, we can instead find something to be grateful for about them. We can see their virtues instead of their faults. We can change our expectations of them, and instead accept them for the beautiful person they are.

2. Our intention for them. Instead of wanting them to change, we can offer guidance in the spirit of helping, but not expect them to accept that guidance. We can show them a way that might be helpful, but not demand they follow that way.

3. Our example for them. If someone gets angry all the time (and you don't like that), instead of getting angry back, be the example. How should they deal with frustrations if not through anger? Show them. Be calm. Be loving and gentle and compassionate.

4. Ourselves. Try changing yourself, and see how easy that is. It's actually pretty hard. Try changing your diet, or your responses to people. It's doable, but far from easy. If it's not easy for you to change, why should we expect everyone else to change, and get frustrated when they don't? Why should everyone else but you change? Why not change to adapt to the reality of the world around you, instead of expecting the world to bend to your desires?

If we focus on these four things, instead of trying to change people, we will be much happier, and our relationship with others will be much better. Isn't that worth the effort?

COURAGEOUS QUESTIONS

1.

2.

3.

SWING THE HAMMER

Select your Tenacious Teacher:

Describe the current state of the situation:

Answer your 3 Courageous Questions:



SUPPORT STARTS BELOW THE SURFACE

MOVE FROM **KNOWING ABOUT** TO **KNOWING**



Work is intimately connected to our identity and livelihood. It also surrounds us with people we spend more waking hours with than our family. Staying on the surface may seem safe, but it will not sustain a team that craves community and purpose.

Make it Personal

- is the **foundation** of
- is the **cornerstone** of
- People are when you become

Listen to Understand

Factual Questions: Typical conversation starters

- Where did you grow up?
- What kind of activities were you involved in as a child?
- Where did you go to school?
- Tell me about your first job.
- How long have you worked here?
- Tell me about your family.
- What energizes you in your spare time?

Causative Questions: Uncover motives behind the facts

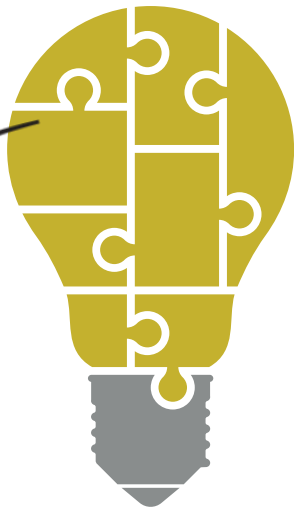
- Why did you choose the college you went to?
- What caused you to become interested in your major?
- What inspired you to pursue this profession?
- What led you to work there/here?
- What brings your family together?
- How did you get involved in your hobbies?
- What keeps you motivated during a challenge?

Value-Based Questions: Discover the worth people place on things

- Tell me about a person who has had a major impact on your life.
- If you could go back 10 years and give yourself advice what would it be?
- When people speak of you when you're not around, what do you want them to say?
- Tell me about an accomplishment you're particularly proud of.
- Tell me about a life challenge you've faced. How did you overcome it?
- What words of wisdom would you give a younger person if they sought your advice?
- What adventure or goal are you still hoping to embark on or accomplish one day?

CONNECTION FUELS COMMITMENT

BECAUSE **COMPLIANCE** WON'T CUT IT



Gallup polls indicate that 71% of U.S. employees are disengaged at work. This means you might have some people on your team who have quit, they just haven't left...and it's affecting sales, customer service, quality, innovation, and productivity.

Create Your Engaged Culture

- Develop **team** by uncovering your purpose, vision, and values
- Discover, embrace, and **utilize** to maximize collective impact
- Provide **effective** that involves timely and targeted feedback

IT'S TIME TO G.R.O.W.

GOAL

REALITY

OPTIONS

WAY FORWARD

TAKE THE WORKSHOP TO THE WORKPLACE

WHEN WE **FINISH** YOU **BEGIN**



It's Time to A.C.T.

Accountable to:

Clearly defined: My first step is:

.....

.....

Time specific: I will report my progress on:

.....



An ounce of **ACTION** is worth a ton of **THEORY**.

Ralph Waldo Emerson



PODCAST

“Conversation that transcends the blurred lines between our **PERSONAL** and **PROFESSIONAL** lives.”



BLOG

“A quick dose of **INSPIRATION** for your **INBOX**.”

