

ON MOTIVATED TEAMS

How to help team members
feel acknowledged and
appreciated.

_For you, if...

- You could do with more fun at work
- You want to increase performance & productivity
- You want to help your colleagues step up

Try This! _Quickies

5min

A **Acknowledge your Colleague.**

All too often we are proactive giving feedback, but do we also focus on something positive? This week, talk to 5 colleagues and sincerely:

- ★ Share with them that you are **grateful** for something they have done.
- ★ **Praise them** for the way they solved a problem.
- ★ Talk about something of **high value** that they have accomplished.

Be authentic!

B **Take 5!**

..minutes to re-align... Sometimes when the team's motivation is a bit off, it's likely that the team's objectives and values are not aligned with individual ones. So, take a minute and check in!

How would you know that collective and individual values are not aligned?

Pay attention if your team is:

- in a place of blaming (people, departments, lack of resources etc)
- in the "problem zone" instead of being in a solution-focused mindset.



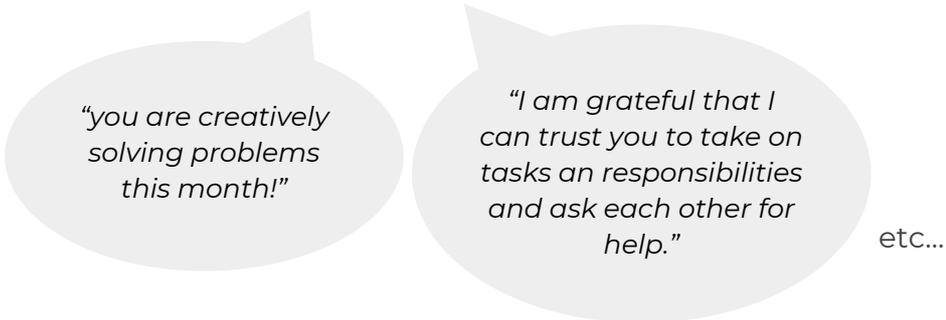
_Take it further!

10min

This is a great exercise to get people to share what they love about one another.

_How to do it:

Get all your team members together and prep them with a pep talk about what you value in them as a team. It's important to model this. So, you may say:



Now get a big Post-it! The bigger the better, and a few pens (that won't ink through). Then you ask each team member to put that post-it (or blank sheet) onto someone's back. This way, the receiver can't see who is writing on his or her back.

Now the whole group mingles and writes something positive on someone else's back. Without signing a name next to it. **Once you're done, everyone will have received a nice set of validating compliments that boost motivation!**

_Tip:

- ❖ Stick to the present...YOU ARE...
- ❖ Think about how problems were solved, you felt individually supported, valued, cared for, ect..
- ❖ Be generous and honest in your statements. If you don't know what to write, just don't. Trust that the team will hold the space.



 **Your TakeAways**
_What do you know now?





Let me know how you are getting on!

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