



## Table Discussion Responses

### 1. What makes you feel the most engaged in the workplace?

- Empathy and knowing each other
- When you have the time to do a good job
- Productivity
- Taking personal pride in my work
- Understanding the goals of your organization and working with your team to achieve them
- Not being micromanaged
- It depends on what else is going on in my life
- Opportunities for growth in 1:1 conversations
- Learning and correction
- Feeling seen
- Other people and bringing them together; bringing talents together to achieve outcomes
- Clear expectations and communication
- When you know you have a purpose and that you are valued and acknowledged
- When I experience success
- A positive work environment
- When you are aligned with the company and have individual purpose; greater purpose and alignment with the purpose and vision of the organization
- Empowerment and responsibility for results
- Peer accountability

- Equitable feelings of investment
- Making a difference
- Team effort
- Incentives
- Personal time for volunteer work
- Opportunity that there to be heard and see things come to fruition
- Interesting challenges
- Expressing creativity and the freedom to implement
- Social aspect and relationships
- Having fun
- Quality meetings
- Good team
- When you are supported by everyone
- Empowerment to make decisions
- Being trusted to make decisions with autonomy
- Feeling like you are being invested in
- Being informed and having excellent communication
- Safe space to be vulnerable
- Opportunities to develop professionally
- Culture of organization and feeling like I belong
- Having people accept my ideas and feedback
- Feeling listened to and heard
- Connection to the mission, vision and values
- When your immediate manager is interested in you
- Open door policy
- Feeling valued
- Sense of collaboration
- When I have responsibility and can make an impact
- Mentoring others
- Being allowed to be who you are
- Being in the right job
- Not being micromanaged, being held accountable
- Individual goals- knowing what winning looks like
- As an owner- interaction with staff and members
- Clear goals and values; align with culture
- Feeling empowered
- Trying to do what you do everyday to contribute to the bigger picture
- Cross-training and how it affects you and your coworkers
- Voice being heard

- Purpose behind what you do
- Completion and success
- Support from your team
- When the team is successful
- Engagement within the community
- My work, the action, meeting with co-workers
- Feeling aligned with values
- Knowing what is expected of me and having those expectations communicated thoroughly
- Seeing the impact that I have with clients
- Value created with my tasks
- Tackling what matters most to me
- Clear expectations
- Discussing the “why” of the organization
- Getting out and being alongside those on the frontlines doing the work- being there to build relationships
- Bosses need to be at the table
- How people are treated: the employees and those you serve; teach them how to serve the clientele
- The mission: knowing it before you try to advance it
- See things in people that they do not see in themselves
- Create a sense of accomplishment and rethink your role into something greater than surface level
- Storytelling helps the mission/vision come alive and stay alive
- Diversity in prospects; new things create excitement
- Empowerment to grow
- Gratitude and sense of purpose
- Sense of responsibility
- Regular feedback
- Clear direction; clarity of objectives
- Collaboration
- Ownership and autonomy
- Sense of working toward something bigger and the greater good
- Responsiveness from leaders to feedback from staff
- Sense of accomplishments
- Ownership of what you’re doing
- Work is valued by team and you are valued as an individual
- Being known

- Things impact people in a positive way within the organization and the community
- Understanding what you are completing/the long term vision
- The ability to think and listen to new ideas
- People engaging and celebrating reignites passion
- Connected to the purpose of the organization
- Feeling valued at work; knowing that we are making a difference in the community
- Connection to colleagues
- When it is recognized that your personal and professional lives are connected
- Collaboration
- Creating a “win” for the team
- Openness/ability to approach others and to be vulnerable
- Contributing and making a difference
- Meaningful work
- When my opinion is asked
- Problem solving and planning
- Forward movement
- Vacation and rewards
- Special project outside of my “normal” job
- Knowing coworkers personally
- Seeing the results of one's own work
- Being a part of future conversations and seeing coworkers step up without being asked
- Feel like I am heard
- Purpose in having a purpose within the organization but also the engagement
- Knowing how you fit into the mix
- Engagement and focus
- Responsibility to others
- Communication and engagement with coworkers
- Seeing how your work has impact
- Giving and receiving feedback
- Participation
- Understanding outcomes and purpose
- Ownership and knowing where the organization is going and how you fit into that mix
- Being a part of a team to collaborate and bounce ideas

**2. What can I do this week to create an environment of autonomy, mastery, or purpose in my own work as well as for those who work with me?**

- Setting an example
- Providing clear expectations for your team
- Checking in with people personally and supporting them
- Listening and communicating well with your team
- Being more vocal during meetings
- Empowering others
- 90-day plan with team members
- Surveys for feedback
- Stand-up meetings
- Leaders being heard at meeting with consistent messages
- Work on listening
- Make myself small to make room for others
- Allow others to set the agenda
- Transparency, clean purpose
- Defined expectations
- Listen more, talk less
- Coaching- “Yes, and...”
- Bringing a positive attitude
- Lead by example
- Check in with my employees
- Finding balance during the busy times
- Making a decision to be engaged and to enjoy what you do
- Daily huddles
- Listening as part of the training will help people to engage
- Improve SharePoint site to create more ideas
- Daily huddles- asking employees what that should look like and have them run one
- Building steps to 2020 goals
- Knowing your employee’s personal goals, not just their work goals
- Knowing how each employee values opportunities and how they most feel valued
- Acknowledging accomplishments
- Talking about the “why” of the organization at each meeting
- Creating 90 day plans
- Checking in with values

- Discuss values at each meeting
- Creating my own “why” statement
- Displaying the values
- More meetings to connect and honoring time with others
- Including life updates and having a theme to check back-in on
- 1:1 meetings
- 90 day goals
- 15 - 5s: Take 15 minutes to write it, 15 minutes to share
- Having a “why” statement
- Include discussion of values in job interviews
- Engagement of staff w/ interviews too in order to judge culture fit
- If you preach something, you better do it yourself otherwise there is no weight to it
- Be kind in saying both “yes” and “no”
- Take on change one at a time in the workplace; you cannot do a ton of new things well
- Work where convenient and effective
- Flexible schedules
- Small scale interactions
- Recognize accomplishments and appreciation
- Be intentional of what autonomy/purpose means to the organization
- Thinking/mapping out 12 month goals; report up and down
- Build culture that you want your employees to be a part of
- Hire employees that are a cultural asset
- Create an environment that challenges the organization
- Finding out what is on people’s minds
- Create 202 goals
- Job role vs. vision → Giving direction to employees
- Values/clear values → revisit and discuss
- Understanding employees needs and desires
- Personal mission statements and personal “why” statements
- Invest in people (1:1 meetings) and give individual attention
- Re-write job descriptions that focus on results
- Be positive
- Listen
- Meaningful interactions with colleagues
- As an employee, thank leadership
- Giving a goal and trusting that the team has it and that I am here to support it

- Withholding the want to pave the way and allow to grow in own space
- Allows others to help when offered and giving up ownership
- Help others meet their dreams and get to their purpose
- Make sure your values are in practice and manifesting
- Solid training to autonomy