IGNITE HUMAN LEADERSHIP

SESSION RESOURCES

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THE STATE OF OUR WORLD AT WORK

Gallup's 2024 State Of The Global Workplace Report

EMPLOYEE ENGAGEMENT:

- 23% globally are engaged: This group is thriving at work. They are highly
 involved in and enthusiastic about their work and workplace. They are
 psychological "owners," they drive performance and innovation, and they
 move the organization forward.
- 62% globally are not engaged: This group is quietly quitting. They are
 psychologically unattached to their work and their companies. Because their
 engagement needs are not being fully met, they're putting time but not energy
 or passion into their work.
- 15% globally are actively disengaged: This group is loudly quitting. They aren't just unhappy at work; they are resentful that their needs aren't being met and are acting out their unhappiness. Every day, these workers potentially undermine what their engaged coworkers accomplish.

12 FACTORS OF ENGAGEMENT:

- I know what is expected of me at work.
- I have the materials and equipment I need to do my work right.
- At work, I have the opportunity to do what I do best every day.
- In the last seven days, I have received recognition or praise for doing good work.
- My supervisor, or someone at work, seems to care about me as a person.
- There is someone at work who encourages my development.
- At work, my opinions seem to count.
- The mission or purpose of my company makes me feel my job is important.
- My associates or fellow employees are committed to doing quality work.
- I have a best friend at work.
- In the last six months, someone at work has talked to me about my progress.
- This last year, I have had opportunities at work to learn and grow.

Source: Gallup's 2024 State of the Global Workplace Report

PART TWO BELONGING

EMOTIONAL BANK ACCOUNTS

When it co	omes to deposits , here's what builds my emotional bank account balance: Questions to consider. What makes you feel appreciated? What makes
,	you feel psychologically safe? What matters most to you in a professional working relationship? What builds trust for you?
When it c	comes to withdrawals, here's what diminishes my emotional bank account
	Questions to consider. What frustrates you the most in professional working relationships? What kinds of behaviors break trust for you? What
	makes you feel psychologically unsafe?

1-10 Check-In

On a scale of 1-10, rate how you feel at work and outside of work, respectively (1 being the worst it's ever been, 10 being the best) and explain why in the space below.

Outside	of Work								
1	2	3	4	5	6	7	8	9	10
At Work									
1	2	3	4	5	6	7	8	9	10

CONNECTION QUESTION EXAMPLE EXERCISE

Level 1:

- What is the first or worst job you ever had?
- What are some things you do outside of work that help you relax and decompress after a long day at work?
- What is one thing on your bucket list that others might not expect?
- What or who motivated you to seek the career you have now?
- What is a secret talent you have?

Level 2:

- What is a lesson you learned from a hard time in your life?
- Do you ever find that there are things about you that people misunderstand?
 If so, what are those things?
- What book had the biggest impact on your life?
- What is something you own that you have an emotional attachment to?
- If you had to live one day over again, which one would you pick and why?

Level 3:

- What is a story you've always wanted to share but never get an opportunity to?
- What is the hardest piece of feedback you have ever received?
- What is your greatest insecurity?
- If you could change anything about the way you were raised, what would it be?
- What is the kindest thing someone has done for you?

APPRECIATION LANGUAGES

How to relate to a person with this language	Communication	Actions	What to Avoid
Words of Affirmation	ComplimentsAffirm positive behaviors and characteristicsKind words	Send notes or cardsGive public or private recognition	 Going long periods without recognition Giving growth feedback without reaffirming your care for the person
Quality Time	 One-on-one time Undivided attention when this person is sharing Face-to-face conversation when possible 	 Plan celebrations and shared experiences Have quality conversations about meaningful topics 	 Going long periods of time between one-on-ones Not including this person in team activities
Tangible Gifts	 Fact-oriented information that highlights results and contributions Connecting your knowledge of the person to the gift 	 Give gifts for milestones and accomplishments Give gifts that show you know what is important to this person 	 Forgetting to recognize milestones and accomplishments Getting gifts that are meaningless to the person
Acts of Service	 Action words like "I can," "I will" Asking questions like, "What else can I do?" and "How can I best support you?" 	 Help with projects Perform acts of kindness Take something off of this person's plate 	 Ignoring requests while helping others Avoiding opportunities to help when this person asks for it

^{*}adapted from Gary Chapman's Languages of Appreciation in the Workplace

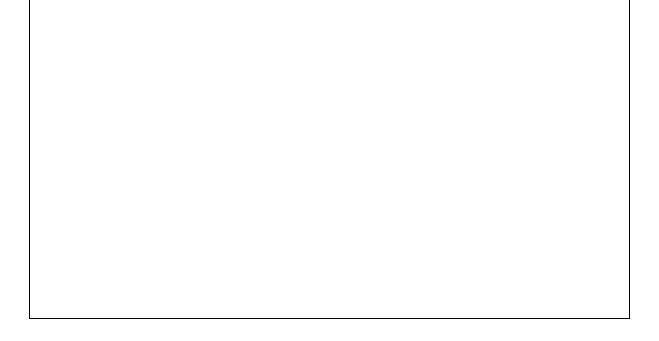
PART THREE FREEDOM

Capacity Check-In

Think about your current workload. Then, on a scale of 1-10, rate your ability to take on additional work (1 meaning you have lots of free time to accommodate more responsibilities, 10 meaning you have so much work that you're not sure you can do it all, let alone take on more) and elaborate in the space below.

Capacity

1	2	3	4	5	6	7	8	9	10





TEAM COMMUNICATION EXPECTATIONS: SOCIAL CONTRACT

When it comes to our communication with one another, what are we committing to?

	#1
	#2
	#3
	#4
	#5
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PART FOUR GROWTH

WHAT IS YOUR SWEET SPOT?

Your sweet spot is the place where you come alive in your work. It's the place where your talent and motivation meet. The idea is that when you are working in areas where you are naturally strong and when you are motivated and excited about that work, you will be your most fulfilled and engaged.

\longrightarrow	What are your strengths? Questions to get you thinking: Which things come naturally to you? When people recognize you, what do they often recognize you for?
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→	Where are you most motivated? Questions to get you thinking: Which things energize you? Which work are you most excited to do?

ARE YOU A ROCKSTAR OR A SUPERSTAR?

Rockstars are specialists who have deep knowledge about and expertise in a particular subject. Rockstars aren't excited about an upward growth trajectory and are more fulfilled staying where they are and going deeper in their area of expertise. Superstars, on the other hand, crave fast growth. They are more fulfilled by variety in their roles and are excited to move up the ranks.

\longrightarrow	Which one of these resonates most with you at this point in your career?
\rightarrow	What is one step you can take to get closer to the vision of growth that you have for yourself?

GROWTH CHECK-IN

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KEEPS + CONSIDERS

Keeps are the personal behavior traits that you believe have the largest positive ripple effect on the team and the results you achieve together. These are the things you believe you should *keep* doing. *Considers* are the personal behavior traits that you believe have the largest negative ripple effect on the team and your ability to achieve results together. These are the things you feel you should *consider* doing differently.

SOLICITING FEEDBACK QUESTION BANK

- What is one thing I can do to make working together more efficient?
- What are my blindspots in my role?
- How do you see me getting in my own way?
- What are two things I should keep doing and two things I should consider changing my approach on?
- What am I doing that is making it harder for you to do your job?
- What is one thing I can do that would make an impactful difference in our working relationship?
- Where do you see my biggest opportunity for growth as a leader?
- What is one obstacle I could remove that would help the team reach our goals?
- How am I doing at holding you accountable? What would you like to see me do differently?
- How am I doing at holding myself accountable? What would you like to see me do differently?
- What is one thing I could do to make our meetings more effective?
- Where am I overstepping in our working relationship? Where am I under-stepping? What would you like to see me do differently?
- What is one thing I could do to better support you in your role?
- What is one thing I could do to better support the team?
- Do you see additional opportunities for me to use my strengths in my role/on our team? If so, what are those opportunities?

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