

## TEAM ACTIVITY

# Staying motivated and engaged: What I'd like from you

This resource is for team leads who want to help their team members stay motivated about, and engaged in, their work.

It was developed for teams that are working remotely due to COVID-19 (i.e., the team members may not have chosen to work remotely) and recognizes that some people may be experiencing lowered motivation and a sense of disconnection.

This activity can be used during a team meeting or retreat, online or in-person.

Keep reading to see how you can help foster engagement within your team by encouraging people to support one another.



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# WHAT I'D LIKE FROM YOU

## A TEAM STRENGTHS ACTIVITY

Step 1 takes place prior to the meeting

### Step 1: Review your strengths



Ask everyone to review their Top5 CliftonStrengths. If your team has not done the CliftonStrengths Assessment, ask each person to list 5 strengths they bring to the workplace.

Steps 2-4 take place during the meeting

### Step 2: Determine level(s) of engagement



Ask each team member to anonymously indicate their current level of engagement at work. You can do this as an annotation activity or as an anonymous poll when you are meeting online. If "engagement" or "motivation" are not the right words for you, select the word (s) that suit your group.

### Step 3: Express needs

Invite each team member to share 1-2 things they need from their colleagues and/or you to help them stay motivated and engaged. Preface this sharing by letting team members know what you plan to do with the information.



### Step 4: Listen and determine concrete support

As each team member shares, encourage others to listen closely and consider how their own strengths can support the person who is speaking. Suggestion: Each team member notes down 1 concrete way they can support their colleague and this gets shared with the team member.

Step 5 takes place at the end of the meeting and/or shortly after

### Step 5: Wrap-up and reach out

(1) Encourage team members to reach out to one another after the meeting and to offer support for the specific needs that were expressed. Remind everyone to draw on their strengths.

(2) Summarize the general themes you heard as they relate to engagement. Remind your team how you plan to follow-up (and *do* the follow up!).

