

## **Whose Job Is It to Make You Happy at Work? Team Exercise – Leadership Guide**

This exercise is important for getting buy-in around who is responsible for employee engagement. Asking for input from team members allows them to focus on their own beliefs and mindsets to form their own conclusions about engagement. This method works far better than telling employees what you want them to think and expecting them to agree.

At the end of this exercise, team members will be able to:

- ◆ Define employee engagement.
- ◆ Prioritize who is responsible for their engagement.
- ◆ Agree on key elements of creating a culture of engagement.

To save you time and make this easy, there are two options for facilitating this exercise:

1. Plug & Play – At your next team meeting, simply play a video I’ve already created and let me facilitate for you.
2. Plan & Present – Use the Leader’s Guide below to adapt the exercise to your needs and facilitate the meeting yourself.

**Materials:** Index cards, flipchart paper, and markers

### **Define employee engagement**

- ◆ Share this easy-to-remember definition of employee engagement – when employees are satisfied, energized and productive.

### **Prioritize who is responsible for employee engagement.**

- ◆ Give each team member an index card
  - Ask them to write “Myself,” “My Leader,” and “Organization/Executive Leaders” down the left side of the card.

- Now ask them to rank (#1, #2, #3) who is most responsible for them being satisfied, energized and productive at work. For example, the one most responsible is ranked #1.
- Collect the cards and ask someone to tally the results while you continue with the next exercise.

	Rank (#1, #2, #3) who is most responsible for your engagement
Myself	
My Leader	
Organization/ Executive Leaders	

### Agree on key elements of creating a culture of engagement.

- ◆ Divide the staff into teams of three to four people.
  - Ask each team to record on flipchart paper things that positively influence their ability to be satisfied, energized and productive (i.e., compensation and benefits, teammates, personal goals, etc.).
  - Allow 7 minutes for this part.
- ◆ Now ask the group to code the list according to who is responsible for each influencer.
  - M = Myself
  - L = My Leader
  - O = Organization/Executive Leaders
- ◆ Ask groups to report their responses and make a master list of ideas for those that fall into these two categories: 1) Myself and 2) My Leader (these are the two groups within your direct control). NOTE: Be sure to collect the lists to evaluate the responses for the organization category for later review.
- ◆ Draw three circles (ex: It Takes 3 illustration shown in Shortcut #1) on a white board or flipchart paper and explain the diagram.
- ◆ Share the results of the index card exercise and ask for thoughts about the totals.
- ◆ Explain how each element (individuals, leaders, organization) contributes to employee engagement using specific examples from the list the group created.
- ◆ Add other things that both you and the organization are doing to promote engagement.
- ◆ Ask employees to discuss their contribution.
- ◆ Ask team members to find a partner and answer this question: “What is one thing I know I could do to be more engaged at work?”
- ◆ Ask for volunteers to share their responses.

### Summarize

- ◆ Review the definition of employee engagement.
- ◆ Place the focus on what’s within each individual’s control.
- ◆ Commit to working on elements that are within your control.
- ◆ Thank everyone for his or her participation.

