

Would You Like to Work in Professional Paradise? Team Exercise – Leadership Guide

Use this exercise during a team meeting to create a shared vocabulary for engagement with your team. If you already have common terminology that you use related to engagement, by all means use that.

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

- ◆ Define employee engagement.
- ◆ Share examples of times at work when they are satisfied, energized and productive.

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

Define employee engagement.

- ◆ Share this easy-to-remember definition of employee engagement – when employees are satisfied, energized and productive.
- ◆ Use Professional Paradise, Professional Prison, and Professional Parole as a way to talk about varying levels of engagement and how they all interrelate.
- ◆ Introduce the idea of being the CPO – Chief Paradise Officer – of your job.
- ◆ Talk about the Chain Gang – giving it a name can help people realize if they are members.

Share examples of times at work when they are satisfied, energized and productive.

- ◆ Ask team members to think about what Professional Paradise means to them – when are they most satisfied, energized and productive?
- ◆ Hand out index cards.
- ◆ Invite team members to write down one or two examples of times when they have felt satisfied, energized and productive in the last week – there's no need to include a name.
- ◆ Collect the cards, redistribute them and ask each person to read what is on the card they received. (To increase interest, you can ask the team to guess who wrote it.)

Summarize

- ◆ Let team members know that you will be talking about this with them individually in more detail in the near future.
- ◆ Conclude the meeting by asking team members to actively look for and celebrate those times when they are satisfied, energized and productive each day.

