

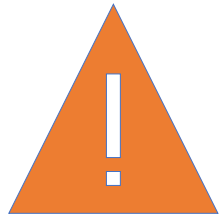


**DRIVING
HAPPINESS
— AT WORK**

3 Reasons People Quit their Leader

3 Reasons People Quit





Lack of



Lack of:

Clear Expectations

Being Listened To

Being Recognized for Their Work

Lack of Clear Expectations



#1 NEW YORK TIMES BESTSELLING AUTHOR

Brené Brown

PhD, LMSW

*dare
to
lead*

BRAVE WORK.
TOUGH CONVERSATIONS.
WHOLE HEARTS.

DARING GREATLY AND RISING STRONG AT WORK

*Clear
is
kind.*

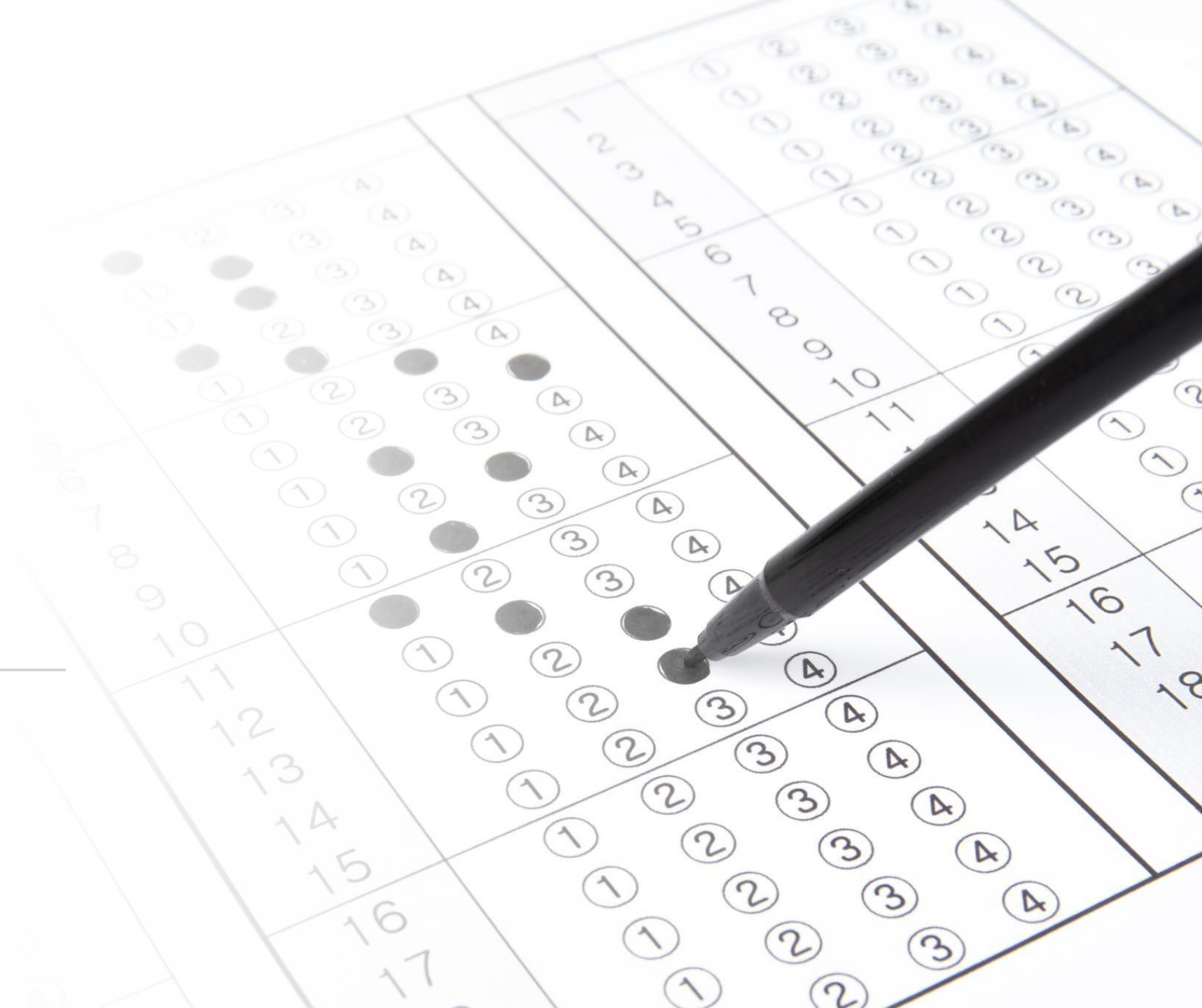
UNCLEAR
IS UNKIND.

Are you self-aware?

**Don't make
them
guess !**



Create a Clear Expectations Worksheet



What is expected:

Annually, Quarterly and Monthly?

When I need to call in sick?

What do I need to notify you about?

When I need to spend \$?

Regarding on-time or in office?

What is expected:

Other?

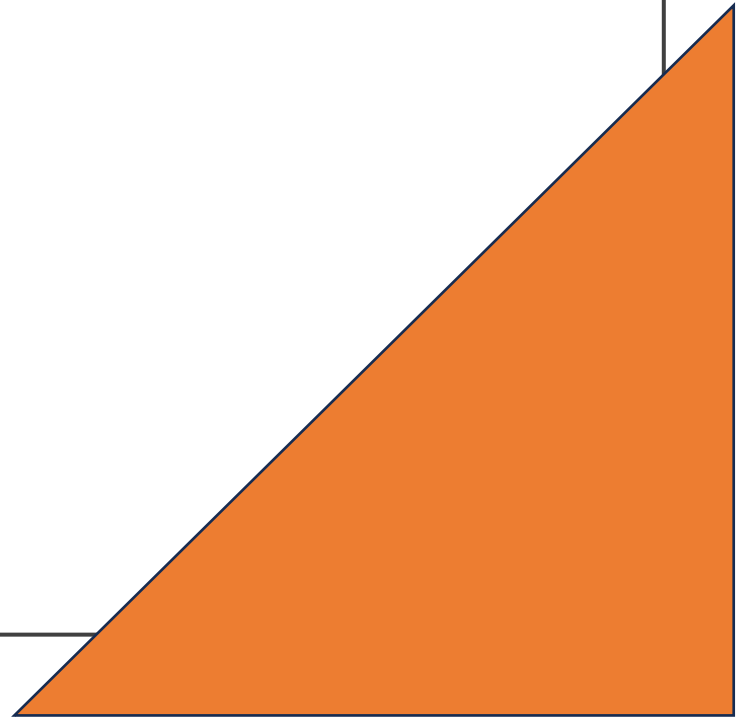
Are those really all
of your
expectations?

ASSUME
NOTHING

Lack of
Being Listened to

A solid orange horizontal bar is positioned below the text, spanning most of the width of the white box.

How do you make
sure people feel
heard?



Meetings are the
Answer !!!!



Annual

Semi-Annual

Monthly

Weekly



Does a daily standup meeting fill a need?

Create a meeting rhythm

So, what do I do in these meetings?

Meetings should
have an
agenda

DH

Always start with
THEM

DH



**DRIVING
HAPPINESS**
— AT WORK

Try Self Assessment

1-1 Agenda

Ask about them personally

What's on their list?

Update on Metrics, Goals, Projects

Ask how you can help

1-1 Agenda continued

What could have gone better?

Any additional feedback

Your list

Lack of Being Recognized



Recognition Ideas

Anniversaries

Celebrations

Notes

Triple A's

Let's
be
crystal
clear !!

Don't spend too
much time on the
personal

Your meeting has
a purpose

Don't chicken out

It's your job

No one else is
coming to do it

Next Steps

Complete “Clear Expectations” for direct reports

Put weekly meetings on calendar

Have a system in place like Triple A’s for recognition

Send a note to someone this week

DRH

HIGHREV

L E A D E R S H I P