
Discovering Your Purpose: A Values-based Approach to Changing Your Mindset About Work

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Before we begin, download the worksheets found in the Chat section.

Objectives

- 1) Learn about four key challenges as a result of the pandemic.
- 2) Discover techniques for addressing these challenges.
- 3) Review practices for communicating and staying engaged with your team and colleagues.

What Do the Experts Say?



Four Key Challenges to Address

- 1) Work-life blending
- 2) Overcoming isolation
- 3) Lack of unplanned and spontaneous interaction
- 4) Lack of visibility



How Do These Challenges Affect Us?

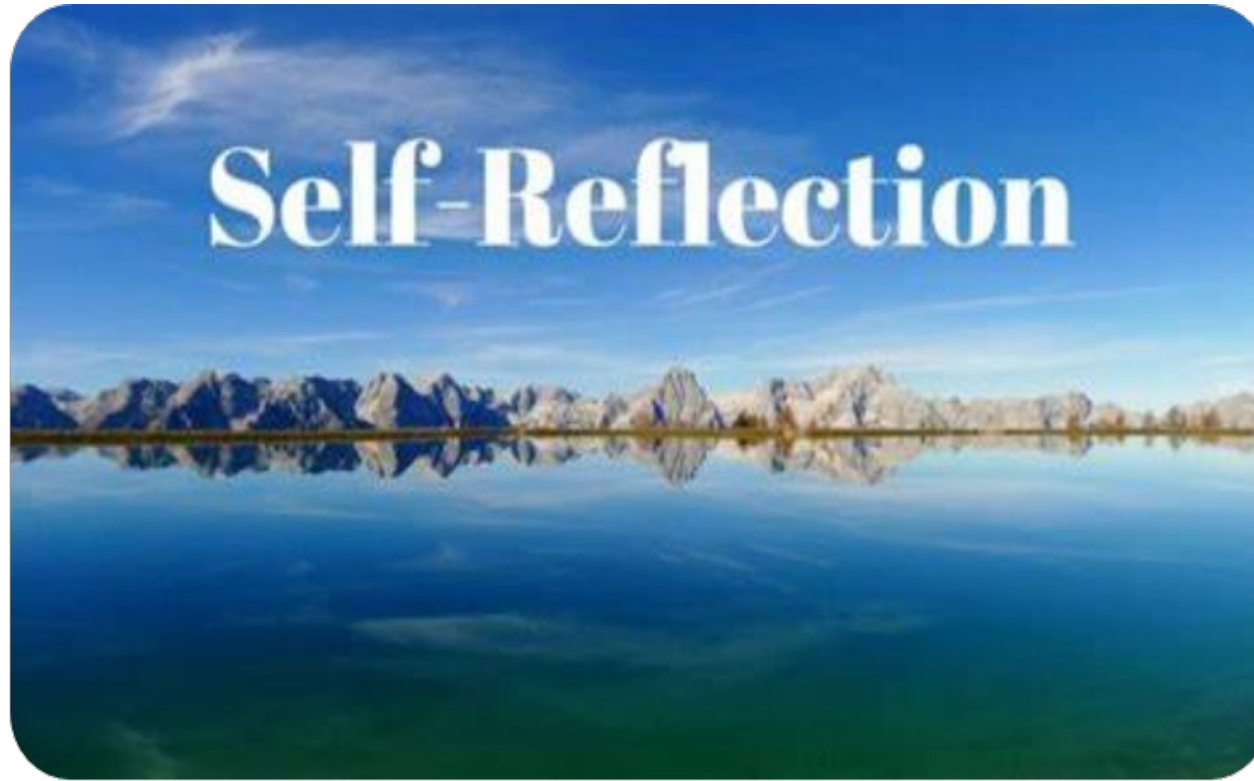


- We're Tired!
- Lack of care for self
- Less care for society/community
- Increasing negative attitudes



- Discernment
- Changing priorities
- Relationships
- Increased flexibility/agility

Rediscovering Your Purpose



Rediscovering Your Purpose

Change your mindset

- It's all about attitude!
- Focus on something or someone other than yourself
- Small acts of kindness, regardless of recognition



Rediscovering Your Purpose



Examine Your Situation

- Have done vs. not done
- Personal “boast book”
- Focus on outcomes and results instead of activities

Rediscovering Your Purpose

What's Truly Important

- Step back
- Incorporate meaning



How do these challenges affect our teams?

Teamwork has never been tested so much as a result of the pandemic

- Stress
- Different situations / Different perspectives
- Various levels of technical skills / adaptive skills

How do these challenges affect our teams?

Teamwork has never been tested so much as a result of the pandemic

- Proximity Bias (i.e., if I can't see you, I don't know what you're doing)
- Hybrid Arrangements
 - Some can't, some can
 - Some will, some won't
- Assumptions
- Could lead to an “us vs. them” undercurrent within or across departments and/or between managers and employees



Exercise on Trust

- 1) Write down the names of individuals you work closely with.
- 2) Review the list and think about which ones you trust and don't trust and mark each one accordingly
- 3) Regardless of which category a person lands in, ask yourself, "How did this happen?" and take some time to think about why each person has been categorized that way.
- 4) Study how you've been involved with each group; those you trust and those you don't.
 - What assumptions are you making about each person?
 - What information do you have to support which group they've been placed in?

The Individual

- Approach with empathy
- Act with intention and sincerity
- Get to know the person better
 - Regular check-ins to determine
 - Struggles and challenges?
 - Concerns?
 - Discover their interests
 - Give them credit and kudos for good work
 - Ask them what they need and how you can support them
 - Model transparency in your work



The Team



- Communicating expectations
 - Routine team meetings via Teams
 - Prioritize your work
 - Updates on decisions
 - Progress reports
 - Transparency about work group structures
 - Who is included and why
 - More importantly who isn't included and why
 - Explain decision-making processes
- Create and set expectations...but with flexibility/agility
 - Clear and feasible deadlines
 - Clarify roles and responsibilities
 - Flexibility (with clear communication) with work hours (if possible)

What Else?

- Create a sense of community
- How can you recreate the “water cooler” experience?
 - Meetings with no agenda
 - Discussion themes – great book, movie, series, music, etc.
 - Lunch meetings – have a “soup” day - share recipes afterwards
 - Create games, scavenger hunts
 - Teams/Zoom meeting background theme challenge
 - National day of....(daysoftheyear.com)



Questions?