

The WHY of Work; Aligning Strengths and Passion to Get the Job Done

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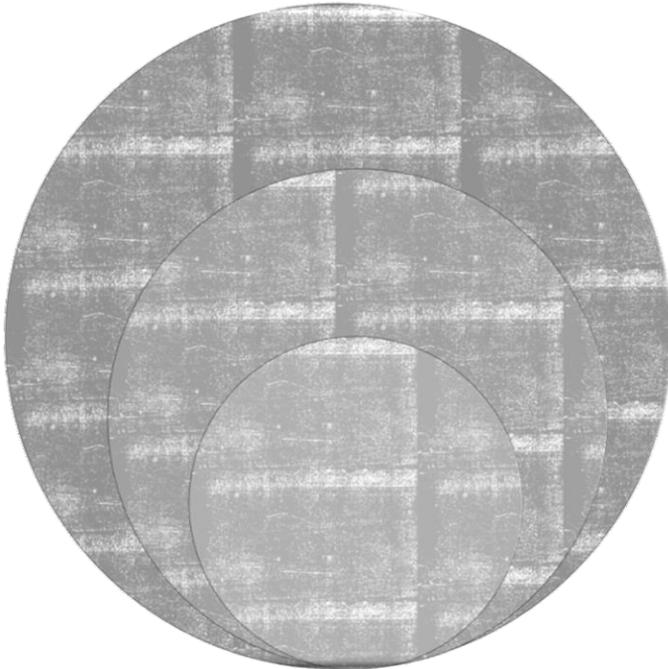


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Meaning

Victor Frankl's work on *meaning*, his experience in a concentration camp, and what kept him alive there. “If people can find meaning in the worst possible conditions, we should be able to find hope at our work.”

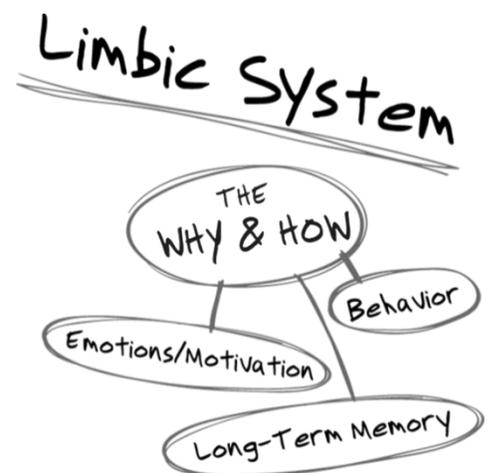


The WHY of work is most often linked to the Limbic System of the brain.

Think of a recent decision you made based on emotion, personal motivation and/or a memory

Personal experience:

Professional experience:



Workplace Strengths

A workplace strength is any ability that is enjoyable, applicable, and that you are better at than most of your colleagues.

Envision Workplace Strength:

- Thinking strategically: The ability to see past today's issues and focus on a longer-term destination.
- Setting a visionary destination: The ability to establish a positive future in the minds of others that doesn't exist today.
- Thinking inventively: The ability to conceptualize a working solution that can ultimately convert into a tangible product-service offering.
- Generating imaginative ideas: The ability to see and articulate possibilities that are not purely grounded in experience.
- Thinking creatively: The ability to offer new thoughts on subject areas that others have not considered.
- Pioneering new ideas: The ability to create a new line of thought that has not yet been proven in practice.
- Brainstorming new ideas: The ability to work with others to co-create new ideas and new solutions.

Design Workplace Strength:

- Analyzing situations: The ability to conceptually break down a situation into parts and understand those parts.
- Defining clear policies: The ability to establish well-understood guidelines to help groups of individuals work in a unified way.
- Defining detailed objectives: The ability to create explicit goals to direct the work of individuals and the organization overall.
- Planning budgets: The ability to establish and control the allocation of resources to achieve organizational goals.
- Establishing clear performance measures: The ability to create a standard mechanism to evaluate whether or not goals are achieved.
- Judging performance objectively: The ability to independently weigh evidence and form an opinion on personal and organizational results.
- Making decisions by the numbers: The ability to make a final choice based upon quantitative reasoning and measures.

Build Workplace Strength:

- Implement standard processes: The ability to get work done effectively, efficiently, and consistently, using a repeatable series of actions.
- Implement step-by-step procedures: The ability to get work done using an established set of instructions or checklists.
- Implement important projects: The ability to execute a planned set of activities to achieve a significant organizational or physical change.
- Implement integrated programs: The ability to unify—and manage as a group—a series of projects to holistically achieve enterprise results.
- Implement proven methods: The ability to use well-established procedures to improve enterprise performance.
- Implement practical solutions: The ability to solve problems by applying tools and techniques that are proven to be sufficient, rather than state of the art.
- Implement roles and responsibilities: The ability to systematically execute activities through the enterprise's organizational structure.

Operate Workplace Strength:

- Building personal relationships: The ability to productively and progressively bond with key people as individuals and groups on an emotional level.
- Working in teams: The ability to work with others in a way where you subordinate yourself as an individual to better achieve the goals of the group.
- Coaching others: The ability to help people contribute more by facilitating their personal growth breakthroughs to achieve specific personal and organizational goals.
- Supporting others: The ability to help people achieve their goals and recover when they encounter problems.
- Relating to people: The ability to establish a kinship with others, building upon commonalities and deemphasizing or diffusing differences.
- Communicating: The ability to transfer information verbally and non-verbally to achieve sufficient interpersonal understanding and produce actions.
- Changing spontaneously: The ability to consistently achieve better results by rapidly and successfully adapting to a dynamic environment.

1st Strength	2nd Strength
3rd Strength	4th Strength

How does your strength reflect itself in your WHY?

Is your WHY reflected in any of the other workplace strengths?

How do you use your workplace strength to motivate your staff?

How can your strength be used to help your staff identify their WHY?

https://hbr.org/2019/07/why-you-should-stop-trying-to-be-happy-at-work?utm_medium=social&utm_campaign=hbr&utm_source=linkedin&tpcc=orgsocial_edit

Leadership

The meaning of leadership: The word “lead” originally meant “to set in motion”, “to accompany someone”



Rationale Based Leadership

- Transactional and _____
 - Emphasis on salary over appreciation

Emotional Based Leadership

- Work /life success
 - Establishing through relationships
 - Understanding of and employee’s self-realization in all aspects of life

Basic Four Areas of Leadership

- Goal Setting
- Communication
- Trust
- Accountability



Where do you find meaning in your work?

How does your WHY support meaning?

What stories do you need to share or be reminded of to reinforce your WHY?

Value Based Work Environment

A values-based organization (VBO) is a living, breathing culture of shared core values among all employees

Meeting Employee Goals –

When meeting the employee's personal needs:

Empower

- There is meaning in the work
- Passion
- Personal commitment
- _____

Engagement

- Having an impact
- Relationships –
 - who is on my team

Strengths

- _____ have to be customized
- Contributions have to be customized



Action Plan:

How do you support a VBO using the WHY?

Sharing my story

How will you support your staff and their WHY?

Thank you!



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