

Workshop

8 Essential Skills of a Healthy Team

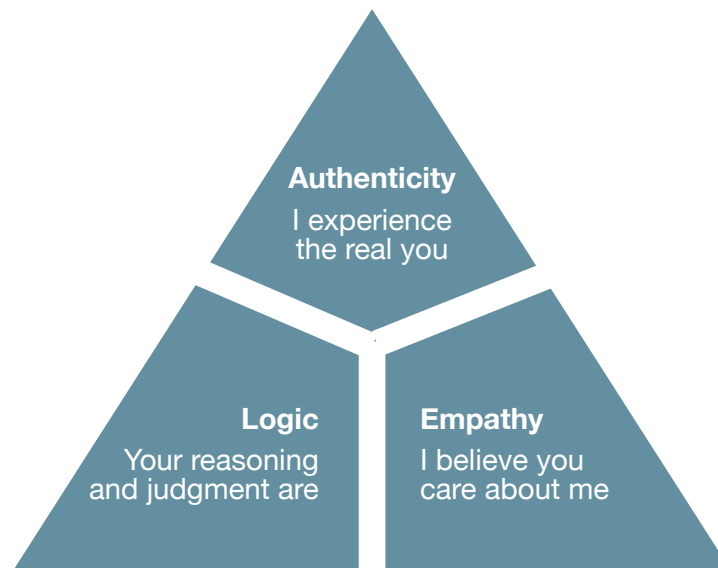


Presented by:
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■ Skill #1 | Self-awareness

Trust Wobble



Overcoming your Wobble

| | |
|---------------------|--|
| Authenticity | Common among leaders who are more left-brained/analytical <ul style="list-style-type: none">• Shift focus from you to your team• Put away your phone• Look people in the eye and give them your undivided attention• Start with the heart and then cite a policy/corrective action |
| Logic | Usually from ineffective communication <ul style="list-style-type: none">• Start with main point or purpose• Be sure to share the “reason” – explain the why or how• Don’t make promises you can’t keep• Ask for input – be more collaborative – not transactional |
| Empathy | Masking the real you <ul style="list-style-type: none">• Be vulnerable by admitting that you’re not perfect• Create opportunities to build relationships with your team• Avoid checking the checkbox• Admit your mistakes |

Notes:

■ Skill #2 | Honest and Respectful Communication

Notes: _____

■ Skill #3 | Energy Management

Notes: _____

Mental

Emotional

Physical

What's 1 action I commit to taking to improve my energy?

■ Skill #4 | Continuous Improvement

Notes: _____

1 Thing...

■ Skill #5 | Reject Bullying & Incivility

Notes: _____

Scripts:

- "Help me to understand..."
- "I'm not sure you're aware..."
- "It's been brought to my attention on numerous occasions that..."
- "Are you complaining or sharing a concern?"
- "I've noticed a pattern of behavior that is concerning..."

■ Skill #6 | Build Relationships

Notes: _____

Relational Rounding

1. Build a relationship
2. Pitch in and help
3. Catch them doing something right

Activity

1. Where were you born?
2. What is your birth order?
3. What was an interesting or difficult challenge you faced growing up?

■ Skill #7 | Ongoing Relentless Feedback

Notes: _____

■ Skill #8 | Meaningful Recognition

Notes: _____

Who do I need to recognize this week (employee)?

Who do I need to recognize this week (peer)?

What one action will you take to cultivate a healthy team?

I commit to the following 3 actions to cultivate a healthy team:

| | <i>Skills I am working on</i> | <i>Self or Team</i> | <i>Timeframe</i> |
|---|-------------------------------|---------------------|------------------|
| 1 | | | |
| 2 | | | |
| 3 | | | |

Additional Resources

[Begin with Trust](#), in the Harvard Business Review Magazine



[33 Powerful Scripts to Address Disruptive Behavior](#)



[How to Become a Super Communicator at Work](#)



[The Ultimate Recipe for an Energetic Life](#)



[How to Lead Across a Silo Organization](#)



[Radical Candor](#) book by Kim Scott

