



THRIVING WORKPLACE

Thriving Conversation: Engagement and Collaboration

The purpose of this conversation is to build a collaborative and engaging work environment. As a manager, supervisor, leader talk with your group about how to ensure alignment of responsibilities and expectations and to encourage everyone to take ownership for both their personal engagement and the group's collective engagement. Use the worksheet to help record the group's responses.

1. Depending on the engagement item the group has chosen, ask what the item means to the group and how it should look and feel when the need is met.
 - How do we define this engagement item as a group?
 - How does it influence our team's ability to perform?
 - What does it look and feel like when this item is perfectly executed?
 - Is this engagement item an area or strength or an area of opportunity for the group?
2. **Determine Builders and Breakers.** Determine what positively or negatively affects the group's level of engagement on this item.
 - What are the things that positively influence, or build, this engagement item for the group?
 - What are the things that get in the way, or break, this engagement item for the group?
3. **Identify Actions.** Identify what actions the group should start, stop, or continue doing to build engagement on this item.
 - What action does the group need to start doing to build engagement on this item?
 - What actions does the group need to stop doing to build engagement on this item?
 - What actions should the group continue doing to build engagement on this item?
4. **Conduct a follow-up.** Follow up on the progress made, and celebrate successes.
 - We have been working on (*engagement item*)
 - What progress has the group made?
 - What does the group still need to accomplish?
 - Does the group have anything to celebrate?

thrivingworkplace@umd.edu
president.umd.edu/thrive
301.405.1336