

Q03.

At work, I have the opportunity to do what I do best every day.

three x three

3 Facts

1. People who focus on their strengths are six times as likely to be engaged in their jobs.
2. About 1 in 3 employees strongly agree that they have the opportunity to do what they do best every day.
3. People who receive feedback on their strengths demonstrate greater productivity.

3 Attributes of Effective Recognition

Name it

Help colleagues gain awareness of their individual talents and strengths and keep them in mind.



Claim it

Help each member of your group intentionally invest in developing their talents and strengths.



Aim it

Help colleagues appreciate the value and opportunities their strengths offer the group.



3 Best Practices

1. Look for activities that employees are drawn to, tasks that they pick up quickly, or things that come naturally to them. Provide more of these.
2. Ask yourself what you can do to make it easier for individuals to do what they do best every day.
3. Maximize the frequency with which people can “lose themselves” in their work.

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