

## Question of the Week – February 10, 2019



### How do you get to a fulfilling life?

A 75-year Harvard study found that the one secret to a fulfilling life is having “good relationships.” Do you agree? And if you do, the question is how many quality relationships do you have at work, at home and how many friends would you consider to be close to you? A. Corral

### Leader Talking Points

#### Opportunity: Team-Building Activity

- a. Ask team members for examples of “good relationships” outside of work.
  - 1) Volunteer Groups: A close peer you prefer to work with.
  - 2) Church: Members of a small group such as a prayers group.
  - 3) Neighbor: Spend holidays together and special getaways.
  - 4) Other.

#### Discussion Points

- a. Ask your team for examples of “good relationships” at work.
  - 1) Mentee: Development of an high potential.
  - 2) Manager: The one manager you think is the best you ever had.
  - 3) Peer: Someone you feel comfortable in confiding issues/opportunities and getting the support you need in difficult times.
  - 4) Other?
- b. Ask your team for ideas on how to promote “good relationships” in the workplace.
  - 1) Trust: Team exercises on developing trust.
  - 2) Personal Sharing: Getting to know more about an individual’s experiences and background that helped the person to be who they are.
  - 3) Other?

#### Team Challenge Activity

- a. Ask the team to offer one or two areas where “good relationships” is an opportunity.
  - 1) Example: Take a data point from a recent employee engagement survey and present it to the the team on what it means and the adverse impact it can have on “good relationships.”
  - 2) Solicit ideas on how to address opportunities to increase employee engagement for example.
  - 3) Ask for a volunteer to take the lead to work with the manager and team on the selected opportunity and report back to team on next steps.