



# MONDAYS

*with Mike*

## AULTCARE

Weekly PLAN

monday

## The power of the once-a-week check-in!

In the May-June 2022 edition of the Harvard Business Review, an article titled Designing work that people love was included. Author Marcus Buckingham shared that the power of building trust between leaders and teammates is the strongest link to all the good outcomes that work produces.

Here are two powerful observations:

- ☒ If colleagues trusted their teammates, their team leader, and their senior leaders, they are 15 times more likely to be fully engaged in their work and 42 times as likely to be highly resilient.
- ☒ If they trusted two of the three, they are 3 times as likely to be fully engaged and highly resilient.

These are true because trust drives the ability of employees to discover what they love to do in their work setting. Strong organizations pay attention to their employees through their team leaders.

Organizations that build trust view a once-a-week check-in between employees and team leaders as the core human ritual at work. During this check-in, the team leader will NOT be checking up on or appraising the person or even giving feedback.

Instead, they will ask the following four (4) questions:

1. What did you love about last week?
2. What did you really dislike?
3. What are your priorities this coming week?
4. How can I best help?

It doesn't appear to matter that the check-in happens in person, on the phone, by email, or in an app. What matters is that it happens.

Team leaders who check in once a week drive their team members' engagement scores up by 77%, and voluntary turnover is reduced by 67% in the following 6 months.

This week, let's find a way to establish a meaningful check-in process with all that we lead – at home, at work, in the locker room, and in our friendship circles where/when appropriate. Engagement is fueled by the basic human interaction of caring.

