



**Project  
Management  
Institute®  
Rochester**

## **GET PSST! Engaging Your Team to Get Results**

*You can't appreciate them unless you really know them!*

### **What Engages Employees?**

Learning and career development      Good work-life balance

Interesting job content      Job security      Attractive fixed salary

Appreciation for their work

Good relationships with superiors      Company values

Good relationships with colleagues

Company's financial stability

### ***One-on-One***

**P**ersonal  
**S**trength-based  
**S**ocial  
**T**argeted

### **#1: Get PERSONAL!**

SEE BEYOND THE SURFACE.

We are more than the sum of  
stereotypes others assign to us.

Each ethnic group, race, gender, and age  
cluster at one time were considered  
**"Those people."**

## How well do you know your people?

- **PROFESSIONAL STYLES:** *How do they show up at work? Early? Late? Team? Loner?*
- **PERSONAL PREFERENCES:** *What do they like at work? What kind of work excites them?*
- **PURPOSE:** *Why do they show up for work? Beyond the paycheck, what do they crave?*
- **apPLAUSE:** *How do they like to be recognized at work?*

## A Simple Game of Bingo: AKA, “Getting to Know You...”

I have a twin _____	I have four or more siblings _____	I love to fly _____	I stop for garage sales _____	I read more than 3 books in the last month _____
I have never left the country _____	I love classical music _____	I exercise 3+ times each week _____	I have run a marathon _____	I own a motorcycle _____
I live/have lived on a farm _____	I have never ridden a train _____	I speak multiple languages _____	I love to cook _____	I hate to fly _____
I have gone hiking in the last year _____	I have visited more than 3 countries _____	I have lived in another country _____	I own my own skis _____	I have never been to Florida _____
I have never attended a professional sporting event _____	I am an only child _____	I know how to juggle _____	I have never shopped online _____	I don't have a Facebook account _____

## **#2: Get STRENGTH-BASED!**

“Everybody is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid.” ~ Albert Einstein

### **DYI Strength Finding**

1. What part of your role do you MOST enjoy?
2. What part of your role do you LEAST enjoy?
3. What TOP SKILLS do you apply at work most of the time?
4. What TOP SKILLS do you have but do not apply at work?
5. What would you do more of at work if you could?
6. What makes you *come alive*?

What is your greatest accomplishment?

What is your greatest wound or regret?

## **#3: Get SOCIAL!**

Social bonds/high quality relationships—

- Provide the greatest driver of happiness / longevity
- Protect us against discontent
- Delay mental and physical decline

**Find the real social media post**

- A. Hate my job! One day I'll tell my boss to ES&D and FO&D!

B. An entire village of idiots could not have bred a more dysfunctional team than mine.

C. Friends don't let friends work for (insert company name).

D. I'm so proud of my company.

#### **#4: Get TARGETED!**

**Get TARGETED means three things:**

1. Clarify expectations.
2. READY-AIM-HIRE. And READY-AIM- **FIRE**.
3. Align to *their* goals.



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Employer/Position: \_\_\_\_\_ Phone: \_\_\_\_\_

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