What Really Matters

The team still turns up.
The energy left months ago.

Nobody asks questions in the meeting any more. People do what they are told, on time, and no more. The mood is almost lifeless, and a bonus or a team event lifts it for a week. Thomas finds one common denominator behind health, happiness and motivation, and it is meaning. When people believe their work means nothing to anyone, all three drain away together.

FORMAT
Group Mentoring Interactive

AUDIENCE
Executive Teams

FOCUS
Teams, Employees, Society

Meaning at Work

A short four-hour online workshop on meaning: its relation to energy, and how people experience it. What you can do about it, and what not.

How Meaning Gets Lost

We often kill meaning unintentionally. You may do it by stealing someone's thunder, with patronising praise, by not noticing that goals were achieved, or by setting up a chronic conflict between a person's needs and the person's character. Sooner or later, then, people find meaning only outside their work.

Giving It Back to the Team

When the boss thinks and everybody else does, people feel like indentured servants. Thomas's counter-moves cost little. Ask questions until the team owns the solution. Point at the result the work makes possible. Give responsibility and autonomy, and give a time frame when you expect the person to be ready for it. It gives more energy than handing over things.

Meaning and Energy

Loss of meaning
= loss of energy

SQUANDERING IT
The list of ways to squander this source of energy is long. It starts with recruitment, continues with onboarding, and runs through how you set up and how you end projects.

REVIVING IT
The list of ways to create or revive meaning is equally long. Timing is one aspect. If your team understands the topic, it will say or do what is needed when it is needed, not when it is too late.

THE COMMON DENOMINATOR
Meaningfulness is central to almost all aspects of sustained well-being, like health, happiness and motivation, to name a few.

From Thomas's notes on health, happiness and motivation.

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Next Step

Interested in What Really Matters for yourself and your team? Get in touch to discuss the workshop and whether it fits your needs.

DIRECT ENQUIRY
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Feature Profile

Six scales describe how What Really Matters is set up: why, how and with what results. Each runs between two poles, numbered 5 to 2 towards each pole, with a single 1 at the centre; there is no zero. Filled cells show where the workshop sits; each group carries its own colour.

Why

Aim

Whether the workshop sets out to build a skill or to inspire. The band leans towards inspiration, with some reach into skill.



Area of usefulness

Where what you take away is meant to be used. The band leans towards professional life, with some reach into private life.



How

Where we go into detail

Whose part the workshop looks at closely. The band sits evenly between your own responsibility and other people's responsibility.



Method

How the workshop works with you: mentoring alongside you, or training. The band leans towards mentoring, with some reach into training.



Results

Learning

Depth of understanding or breadth of knowledge. The band leans towards depth of understanding, with some reach into breadth of knowledge.



Confidence

The kind of confidence the workshop aims for. The band stays with presence.

