

# Team Engagement HEALTH CHECK



# Rate Your Team Engagement

*How leaders engage teams working remotely and through a crisis has changed rapidly. Complete the following checklist to check how prepared you are to lead them through the post-pandemic future. Circle yes or no for each question.*

**Do you have a plan to keep teams engaged where some are still working remotely?** Yes / No

You may have some people returning to a shared office, while some may still be working from home. Some will be excited to return while some will be reluctant.

Wherever they are it will still be important to keep them on the same page and feel part of a team.

Have you tried a tap-tap meeting? Don't know what that is?

If you circled 'No' above, watch the video tip that explains this approach.

[Click here to see the video tip - How to keep your team engaged](#)

**Do you have team members who are demonstrating a short temper, frustration or maybe even aggression?** Yes / No

Some of your team may be showing signs they are struggling to adjust, by expressing frustration or even anger. Underlying this is normally fear. However when fear is expressed as aggression it is not okay. In some cases this can result in intimidation, or bullying.

Early intervention is key here by helping team members who are showing signs of anger and frustration to flip their mindset from problem to solution. In psych language this is called cognitive restructuring or framing. However Margie Ireland calls it the George Costanza. If you are a Seinfeld fan you will get this straight away.

If you circled 'Yes', watch the video for a helpful tip.

[Click to see the video tip - Maintaining focus during challenging times](#)

### **Do you have team members or a team who are 'stuck in a rut'?**

Yes / No

When a big change has been forced up on us, we are also faced with another big decision. "Do I accept or reject the change?". As some of us start returning to routines with kids going back to school, or workplaces opening up again some team members may not have accepted that how you do things may need to change. They may want things to return to how they were. If the 'George Costanza' above doesn't help shift some of your team members towards better engagement you may need a more structured approach.

If you circled 'Yes', watch the video tip to learn a simple 4-step process to help your team members shift from negativity, criticism or sarcasm towards problem solving.

[Click here to see the video tip - Getting unstuck](#)

### **Do you have team members who are finding problems instead of solutions?**

Yes / No

As mentioned above some people hope to return to "normal". But that might not be possible. What tends to relieve anxiety in a team is having a back-up plan. And what can bring a team together is to create that back-up plan together.

You may already be working on contingency plans. If you are, have your team involved. Transparency during uncertain times decreases worry and increases trust.

If you circled 'Yes', try the technique in this video below.

[Click here to see the video tip - Getting your team back on track](#)

### **Are you seeing behaviours in team members that you haven't seen in them before?**

Yes / No

You may have noticed, depending on the personality of some of your team members, that some may have presented different reactions to the lockdowns and impacts due to pandemic. A person's personality can influence how they respond and behave during times of stress and change. For some it can bring out strengths while for others, weaknesses.

If that has been happening in your team, its time to recognise it, and call it out so you're your team can navigate forward but make it fun!

If you circled 'Yes', watch this video tip about how you can do just that.

[Click here to see the video tip - Leading different personalities](#)



**Are you seeing tension in your team?**

Yes / No

Any unexpected change typically has 3 phases - Ending, the Neutral Zone and then the New Beginning.

As a leader it is also important to recognise that team members will be in different phases, which may cause tension amongst the team.

If you circled 'Yes', try this strategy in this video to educate your team members on the different stages, but also to help them recognise that their peers may be in different stages which will promote compassion, understanding and teamwork.

[Click here to see the video - Phases of unexpected change](#)

**Do you have a plan to manage employee reluctance and anxiety around the return to work?**

Yes / No

Some people are expressing uncertainty around how to bring their team back together into this new reality. That is understandable given the unprecedented nature of what we have experienced. Getting you and your team focussed on problem solving (instead of problem-finding is the key).

If you circled 'No', watch the video tip on how to use the 3 Rs, which will bring your team together and help their focus moving forward.

[Click here to see the video tip - Post-pandemic: Reentry, recovery, rebuild](#)

**Do you feel confident about how to unite your team even in the most difficult of circumstances?**

Yes / No

Winston Churchill's crisis plan is what we need right now. He was recognised as a great communicator during World War I, by helping people redefine hardship in order to motivate his people to work together and focus on a brighter future.

If you circled 'No', watch the video tip below with two simple strategies you can use now to get your team motivated to plan for a new future.

[Click here to see the video tip - Framing the crisis for your team](#)



**Do you know how to simultaneously deliver bad news and be perceived as a great leader?**

Yes / No

Many leaders have their own individual stressors while still have to show up for their teams. Speaking and hearing the brutal facts takes courage, but also vulnerability. You can't have courage without vulnerability. Being available to your team, speaking the truth and daring to act we know increases trust and commitment in teams.

If you circled 'No', watch this video that shows two simple ways you can demonstrate a willingness to listen and act giving your team the confidence that you can lead by example.

[Click here to see the video tip - Sharing bad news in already challenging times](#)

**Do you know how to bring much needed humour during challenging times?**

Yes / No

When was the last time you and or your/team broke into laughter? Maybe it was yesterday or maybe it has been a while. It is really important to find the funny in what we are experiencing while still embody the change required to move forward, thrive and even shine as a leader.

If you circled 'No', watch the video tip below where Margie shares something humorous that happened to her as well as a tip for how you can show your team you mean what you say.

[Click here to see the video tip - Humour in a pandemic?](#)

If you have identified some areas of need as a result of these checklist items, you will benefit from assistance as you manage your team through this transition period. No great leader in history managed challenges without expert guidance and support along the way. This period we are in right now is going to be one of the most unique times for you as a leader.

Ultimately the outcome of the coming months as a leader will have an impact either positively or negatively, on your bottom line. **Now is your opportunity to not only survive, but to thrive and shine as a leader.**



Margie Ireland is a leadership coaching expert who helps individuals with all types of leadership and team management challenges. A no-obligation 15 minute consultation is where to start so you can ask some questions and get a feel for what it is like to work with Margie. Let's get you ahead of where things are now...

GET STARTED HERE

