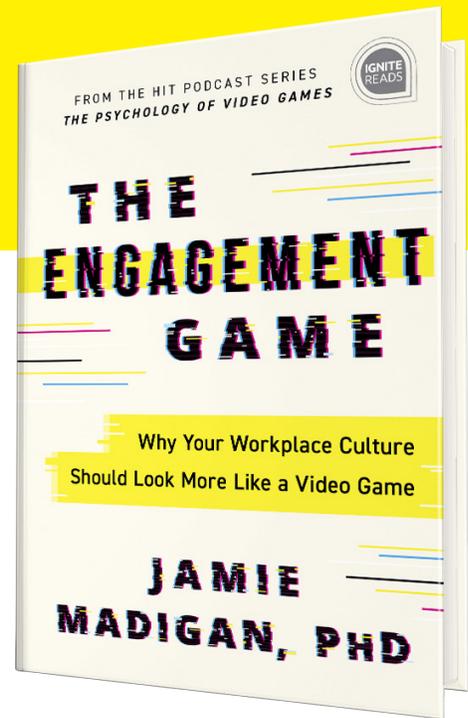


Spark Impact in Just One Hour

Value-Building Experiences  
by SimpleTruths.com



# A Guide for Developing Workplace Culture

*The Engagement Game*

By Jamie Madigan, PhD

Includes printable worksheet for meeting participants

©2020 Simple Truths, LLC

## Create a workplace team that **WINS** every time! HOW?

**Prior to your meeting**, provide a copy of *The Engagement Game* to each meeting participant and request the participants read the book and come prepared for discussion. The book will also serve as a learning tool and a future resource to reinforce training ideas.

Ask these thought-provoking questions prior to discussing the book:

1. How would you describe your workplace culture?
2. Do you think that games have the ability to encourage problem solving and growth mindset? Why or why not?

## **BOOK DISCUSSION QUESTIONS**

### **Chapter 1: Motivation and Employee Engagement**

- Do you encourage employees to cross-train within their team and or functional area? Why or why not?
- Do you push or allow employees to take ownership of their own methods, scheduling, and tracking of their work? Why or why not?

### **Chapter 2: Goals**

- How do you ensure that employees have the ability to accomplish their goals?
- How do you increase goal commitment?
- Would you consider setting sub-goals or cascading goals for goals that have complex tasks? Why or why not?

### **Chapter 3: Performance Management and Feedback**

- Do you provide feedback that challenges the person's self-perception and their identity, as well as focus on his/her behaviors and not the person? If yes, how do you do this? If no, brainstorm ideas.

- How do you help individuals measure and track their progress towards their goals?
- How can you be specific when giving feedback and avoid generalities?

### Chapter 4: Growth and Learning

- Do you help employees with developing specific plans to carry out when they encounter setbacks and obstacles? If so, how? If not, brainstorm ideas.
- Do you encourage employees to ask for help as well as present managers as a resource for learning? Why or why not?
- Do you encourage people to experiment with new things, even if they do not work out as planned? Why or why not?
- How would you encourage employees in their area of expertise and then task them with sharing that expertise in order to build new experts?
- Do you encourage people to seek out new resources for information when they encounter a problem and not always rely on what is readily available? Why or why not?

### Chapter 5: Competition and Cooperation

- Do you set standards that are clear so that people know what is required to participate in your version of an Olympic medal ceremony? If yes, how do you do this? If no, brainstorm ideas.

### Chapter 6: Teams

- Do you create interdependencies for the team as well as make sure that they understand those interdependencies and how their work performances influences that of others? Why or why not?
- Do you enhance team commitments to task through team-oriented goals? Why or why not?

Human motivation is human motivation regardless of the context, and examples of what gets people to work hard, get passionate, develop skills, get along and share an understanding of how things should be done can be found in a variety of places.

***The Engagement Game gives you the perfect formula to become a better leader, manager, coach and coworker.***

**Contact us to learn more or tell us about how this Discussion Guide sparked impact for you and your team!**

Corporate Account Manager – Lance Vanderhagen | Phone: 630-961-3900 x 247 | Toll-free 800-900-3427 x 247 | Email: lance.vanderhagen@sourcebooks.com