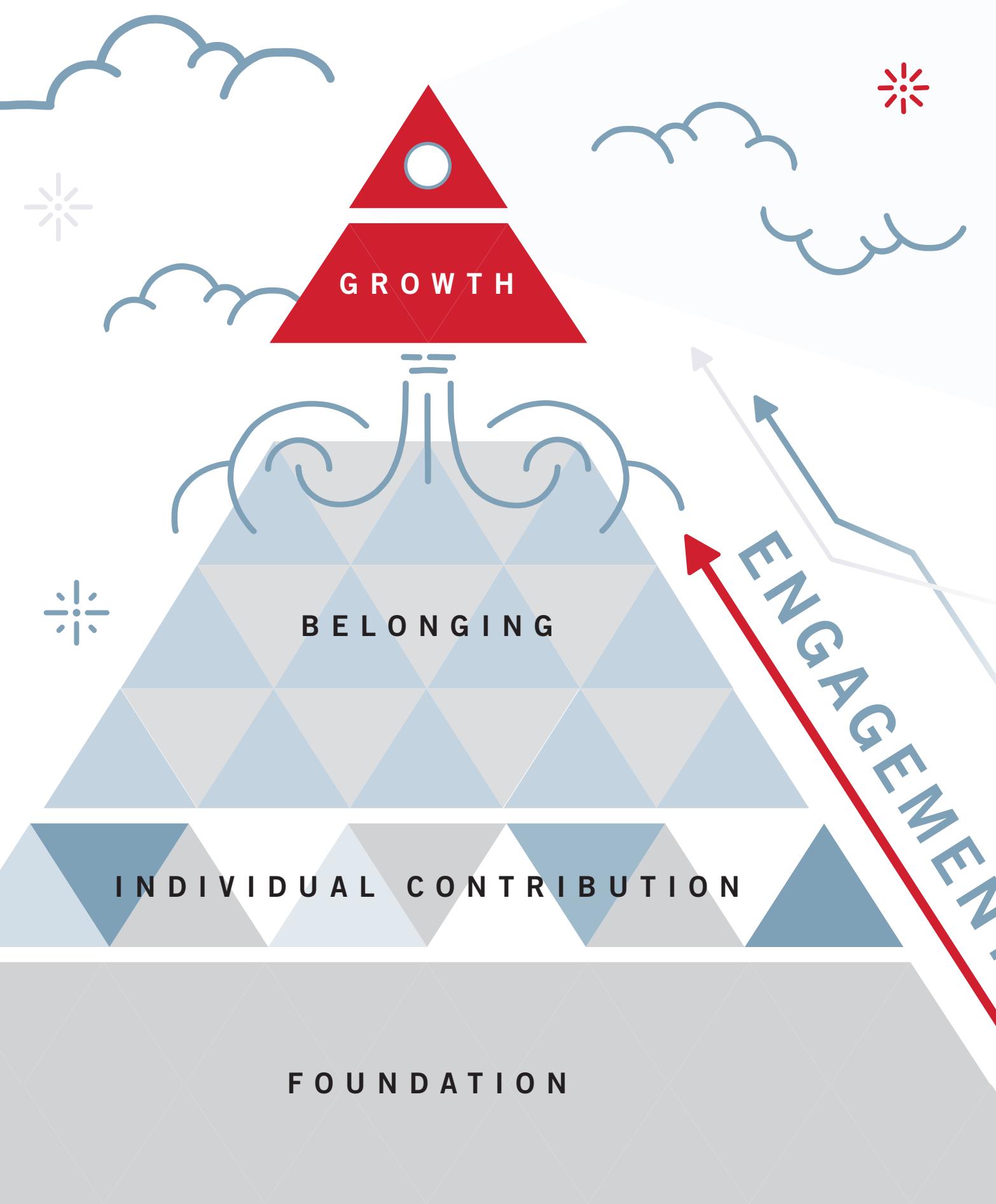


Growing an Engaged Team



Needs of the team member.

Ways to meet those needs.

GROWTH

To have an approachable and engaged supervisor. To have someone talk with them about their progress. To have opportunities to learn and grow.

Have regular meetings with team members wearing your PA hat—not focused on technical coaching only but on career growth and professional development. Help your team members set goals related to growth that aligns their dreams and the firm's priorities.

BELONGING

To believe their opinions count. To have a firm mission that makes them feel their job is important. To understand how they contribute to building the Wise Firm. To know their co-workers are committed to doing quality work. To feel their supervisor cares about them as a person and has their back. To have the ability to determine when, where and how they work.

Seek input from your team. In groups, give individual think time before discussions/problem solving so everyone can contribute to the conversation. Always explain the “WHY”—even when it takes more time. Call team members by name and be intentional to learn about their dreams and aspirations.

INDIVIDUAL CONTRIBUTION

To have the opportunity to do what they do best every day. To be trusted in a capacity that allows them to make decisions and think for themselves. To receive recognition or praise for good work (at least once every 7 days). To have someone at work who encourages their development.

Provide regular feedback and offer appreciation/recognition in a format the team member desires. Ask the team member what they enjoy doing most and help create opportunities for them in that area. Help them learn to articulate their strengths and then trust them to deliver.

FOUNDATION

To know what is expected of them at work and to have the resources to perform their jobs.

Regular check-ins with team member, discuss team goals and personal goals, and set clear expectations.