

# BUILDING OUR RESILIENCE BEYOND COVID

**Maximize Meaning Motivation and Mental Health**

Presented by Stephen de Groot  
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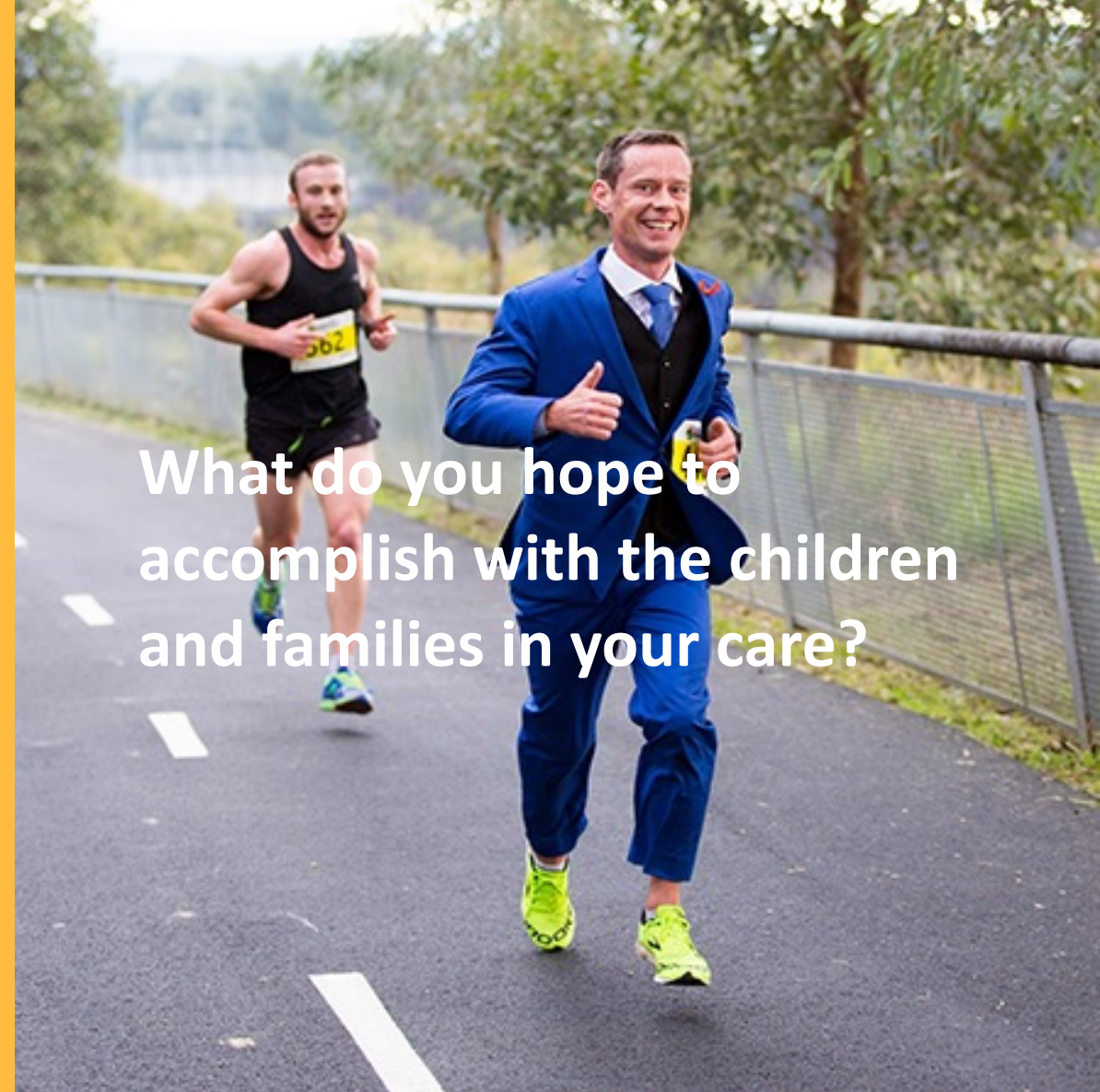
**2020 CMHO Virtual Conference**



What brought you to the role of helping?



What are the things that keep you here?



What do you hope to accomplish with the children and families in your care?



# THE ENGAGED EMPLOYEE



# WHY IS ENGAGEMENT SO IMPORTANT?

- ▼ Improved Performance
- ▼ Lower Turnover
- ▼ Decreased Absenteeism
- ▼ Improved Mental Health
- ▼ Improved Client Care
- ▼ Greater Client Satisfaction





# WE HAVE A PROBLEM!







# YOUR GREATEST WORK EXPERIENCE EVER!

## PARTICIPANT EXERCISE

*What were the identified qualities of that greatest work experience?*





# WHAT WAS HAPPENING FOR YOU

- ▼ Shared Goals
- ▼ Living Our Values
- ▼ Supportive Leadership
- ▼ Had Required Resources
- ▼ Making a Difference
- ▼ Supportive Team Members
- ▼ Clear Roles/Expectations
- ▼ Professional Growth
- ▼ Felt Valued/Valuable
- ▼ Had Autonomy





# THE THREE GREAT STATES



SAFE



SIGNIFICANT



SITUATED

# CORE 4: FORCES OF MEANING & MOTIVATION



NEEDS



VALUES



GOALS



STRENGTHS



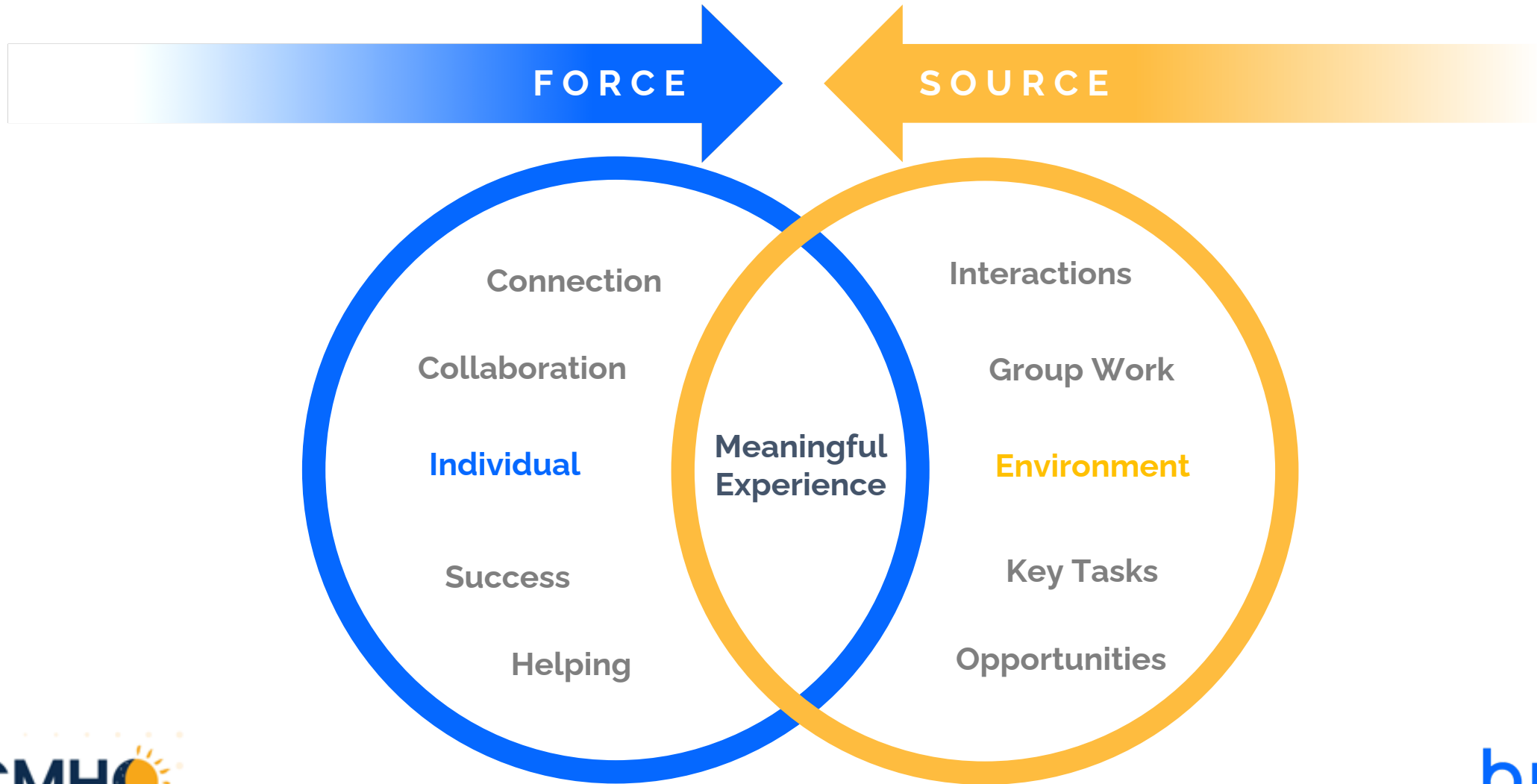
# Meaning and Motivation

*“Motivation can be understood as a set of interacting energies that come from within the person (meaning) and from within the environment (motivators).*

*When those **Internal Forces** are connected to **External Sources**, they create an intensely positive and/or powerfully fulfilling experience.*

*We refer to that experience as holding meaning, but mostly as meaningful.” (The Getting to Better Blueprint, de Groot, 2018).”*

# MEANING AND MOTIVATION





MEANINGFUL



MOTIVATION

RESILIENCE

MEANING



MOTIVATION

WELLBEING



# LET'S CHECK-IN... QUESTIONS?



# THE 5 KILLERS OF MORALE

- ▼ Lack of Recognition/Appreciation
- ▼ Value Incongruence
- ▼ Poor Quality Leadership
- ▼ Role Confusion
- ▼ Lack of Purpose



# WHAT MOTIVATES YOU?

- ▼ Start with focussing on **where** and **when** you **feel your best**.
- ▼ What aspect of the work are you **most excited** about?
- ▼ Where in the work do you experience the **Three Great States**?
- ▼ Tune into your **CORE 4**!



# Top Motivators

Quality Relationships

Personal Values

Company Values

Company Vision

A Fun Environment

Mission and Goals

Tasks of Interest

Personal Growth

Professional Development

Make a Difference/Results

3 As – Appreciation

Constructive Feedback

New Challenges

Sense of Control

Strengths Focus

# Important Values

Respect  
Integrity  
Empathy  
Accountability  
Compassion

Diversity  
Collaboration  
Growth  
Learning  
Honesty

Inclusiveness  
Empowerment  
Freedom  
Independence  
Innovation

# The Million Dollar Questions

What difference would/does that make?

How is/would that be helpful

*These questions are critical for three reasons:*

- ▼ They often illuminate the meaning of the topic/ situation being discussed;
- ▼ They can turn what seems impossible into probable;
- ▼ They can help demonstrate if there is REAL meaning in what is being discussed.

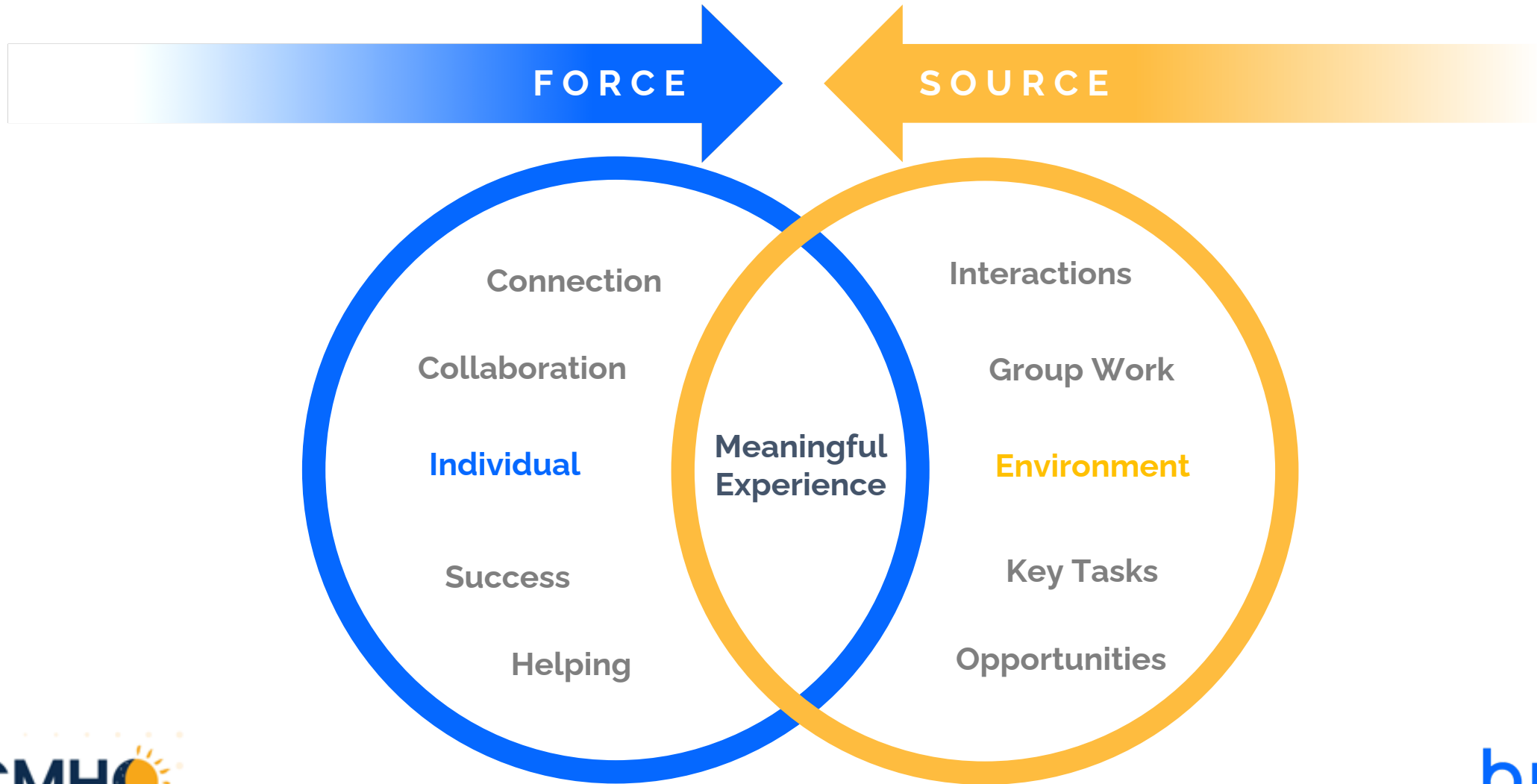


# Search for your CORE 4

## *The Most Important Questions:*

- ▼ What is it that I need? - Needs
- ▼ What's most important to me? - Values
- ▼ What do I want, or am I hoping for? - Goals
- ▼ What's going well? Where do I succeed? - Strengths

# MEANING AND MOTIVATION



A close-up photograph of two hands clasped together against a dark background. The hand on the left is dark-skinned, and the hand on the right is light-skinned. The hands are positioned palm-to-palm, with fingers interlaced. A semi-transparent horizontal band is overlaid across the middle of the image, containing the text.

WE ARE ALL

HUMAN



RESILIENCE

MEANING



MOTIVATION

WELLBEING



# M3: EMPLOYEE EXPERIENCE MEASUREMENT

## ▼ Measures Meaning to Improve Engagement

The M3 measures the most meaningful aspects of the employee's experience, as it relates to their work, their team, their leader and their organization. The M3 tunes into the employee's experience to accurately assess where, when and why employees are engaged most in their work.

## ▼ Results are Actionable

The M3+ offers detailed insight into the highest and lowest meaning areas and, provides specified data on Meaning Maximizers necessary for boosting meaning and meaningful experiences for employees, managers and their teams.

## ▼ Assessment and Development

In addition to assessing meaningful employee experiences, the M3 offers leaders a manager discussion guide for understanding, planning and improving meaningful employee experiences and overall engagement

## ▼ Quick and Cost-Effective

The M3 Takes very little time to complete and provides a comprehensive report that can be interpreted and activated immediately.





# LET'S CHECK-IN... QUESTIONS?



A group of healthcare professionals are gathered around a conference table in a modern office setting. A woman in a white lab coat stands on the left, pointing at a document on the table. Two men and another woman, all in green scrubs, are seated around the table, looking at the document or a laptop. The scene is lit with a mix of blue and warm yellow light. Large white text is overlaid on the center of the image.

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