

# Reflect on the Invitation to Thrive:

## Qualities to Counter Burnout and Support Engagement, Well-Being, and Performance

An invitation to a new more loving and human way of being together infused with new thinking and practices to bring changes at all levels.



### 1. Read the Thrive Descriptions and take notes:

**Invitation to Clarity:** Clarity is a clearness or lucidity as to perception or understanding; a freedom from indistinctness or ambiguity. Organizational clarity is the greatest strategic advantage the organization can have with clarity about why the organization exists, clarity about what we do as a team and how we work together, and clarity about my personal contribution to the value we deliver.

**Invitation to Courage:** With less fear and more psychological safety to support courageous risk-taking, workers take on harder projects, deal better with change, and speak up more willingly about important issues. Courageous team members and leaders try more, trust more, and tell more. Courage is a teachable and learnable skill, and most everyone has the capacity to act with courage.

**Invitation to Wholeness:** Wholeness is the quality of being complete or a single unit and not broken, fractured, or divided into parts. When organizations embrace wholeness, it supports people to be whole and authentic. Wholeness encourages mending relationships and building trust, communication and conflict resolution. And wholeness helps us to transcend silos, both process and mental divides to make work flow more smoothly to serve customers.

**Invitation to Spaciousness:** Spaciousness counters chronic urgency rooted in anxiety, often leading to unproductive activity. Cultivating a sense of spaciousness allows organizations to step out of the cycle of constant crisis decision-making, to move from being reactive to being proactive, planful, and reflective. It addresses root causes instead of recurring symptoms. Spaciousness creates space for celebration and meaningful recognition.

**Invitation to Simplicity:** Simplicity counters confusion and doubt. It prompts us to ask, "What do we remove before adding?" This mindset counters our urge to overcomplicate. It emphasizes doing one thing excellently before expanding. The rewards for simplicity are real according to research – greater customer loyalty, more innovation among employees, and increased revenue.

**Invitation to Hope:** Hope is "an optimism tied to achieving goals." It's not just wishful thinking but requires personal motivation and the means to achieve it. Hope aids in handling stress and uncertainty. Studies indicate that hopeful organizations see higher profits and employee satisfaction. Research has shown that organizations higher in hope have higher profits, retention, satisfaction, and commitment among employees. It's not just a vague quality, but a practical effort based on solid actions to ensure its foundation.

### 2. Which quality are you drawn to and why? What difference might it make for you and your team?

### 3. Which quality do you have now? What benefits do you enjoy?

# Make a Plan to Thrive

**1. Which quality do I want to focus on?**

**2. What action will I take and by when?**

**3. What do I hope to see and by when?**

## Tools to Help You Thrive

Use the QR code below to access tools to help you and your team to thrive.



## Invitation to Thrive Assessment

When we are thriving as an individual, team, and organization, our work life is characterized by these core experiences: Clarity, Courage, Simplicity, Spaciousness, Wholeness, and Hope. To assess how you and your team are thriving, **read each statement and determine your score 0 to 5. Zero means, "This rarely describes us," and 5 means, "This usually describes us."** Put your score in the open box in each row and then total each column. When you are done, score your assessment on the flip side.

|                                                                                                         | A | B | C | D | E | F |
|---------------------------------------------------------------------------------------------------------|---|---|---|---|---|---|
| 1 Our organization's purpose is clear, and I am clear on how I contribute.                              |   | X | X | X | X | X |
| 2 My team regularly addresses hard topics or conflicts; we can sit in discomfort.                       | X |   | X | X | X | X |
| 3 Meetings are thoughtfully planned and not overloaded.                                                 | X | X |   | X | X | X |
| 4 Teams intentionally slow down at times to speed up.                                                   | X | X | X |   | X | X |
| 5 People are encouraged to bring their authentic selves to their work.                                  | X | X | X | X |   | X |
| 6 Team members and leaders all have energy and excitement about the future.                             | X | X | X | X | X |   |
| 7 Roles and work expectations are clearly understood by everyone on my team.                            |   | X | X | X | X | X |
| 8 Leaders admit fault and take action to rectify mistakes.                                              | X |   | X | X | X | X |
| 9 We regularly assess our capacity and adjust workload to be reasonable.                                | X | X |   | X | X | X |
| 10 We aren't reactive but make room for proactive thinking and actions.                                 | X | X | X |   | X | X |
| 11 Our collective identity & purpose as an organization is shared and important to people across teams. | X | X | X | X |   | X |
| 12 We discuss the future and feel confident in our path forward, even with challenges.                  | X | X | X | X | X |   |
| 13 Our team has explicit agreements about how we work together.                                         |   | X | X | X | X | X |
| 14 When trying something new, we plan, try, learn from mistakes, and adjust.                            | X |   | X | X | X | X |
| 15 We subtract, that is we determine where to do less or stop doing things.                             | X | X |   | X | X | X |
| 16 Our organizational narrative is one of abundance.                                                    | X | X | X |   | X | X |
| 17 We embrace systems thinking; our work flows collaboratively between teams.                           | X | X | X | X |   | X |
| 18 People in my organization believe things can and will get better.                                    | X | X | X | X | X |   |
| TOTAL YOUR SCORES IN EACH COLUMN                                                                        |   |   |   |   |   |   |
|                                                                                                         | A | B | C | D | E | F |

## Scoring and Meaning

Place your scores in the table below in the corresponding row A-F, and discover where your opportunities are to increase your thriving. Does the description align with your experience? What else would you add?

| Letter      | Your Score | Invitation      | If your score is low (0-7) here is a description of what you might be experiencing.                                                                                                                                                                                                                                                                                                                                                                |
|-------------|------------|-----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| A           |            | Clarity         | People aren't sure what's expected, who is responsible for correcting course, and they feel ill at ease to make decisions without the clarity to choose well. Teams flounder for lack of operating agreements. Organizational purpose isn't clear so people don't have confidence in how they contribute.                                                                                                                                          |
| B           |            | Courage         | People don't speak up to point out problems, offer ideas, or share concerns for fear of reprimand. Microaggressions go unchecked. There is a general lack of personal agency. Psychological Safety is low so people don't take interpersonal risks on their teams.                                                                                                                                                                                 |
| C           |            | Simplicity      | There always seems to be too much to do, and new solutions usually involve adding initiatives or projects. Nothing ever gets removed. Processes contain legacy actions that no longer serve and are overly complex. Folks are overwhelmed.                                                                                                                                                                                                         |
| D           |            | Spaciousness    | Work is always going at warp speed, trying to keep up and there is little room or time to pause, think, plan, reflect, or celebrate. It never feels like we have enough. People are reluctant to take leave and often work on the weekends to keep up. There's not time for fun or laughter in the day.                                                                                                                                            |
| E           |            | Wholeness       | The work experience feels fractured. Individuals are not comfortable being authentic and instead hide parts of their culture or identities to be accepted. Relationships are fractured by a lack of trust. Work happens in siloes; it's a struggle to get things done across teams, poor collaboration, trouble communicating and addressing conflict.                                                                                             |
| F           |            | Hope            | Despair and discouragement mark an organization or team low in hope. People do not feel able to achieve goals, and that any effort to create the infrastructure will be fruitless. When hope is low, so is satisfaction, retention, and commitment. This impacts financial health and organizational effectiveness.                                                                                                                                |
| TOTAL SCORE |            | Thrive Quotient | <p><b>Total Score of 0-25</b> indicates a traumatized organization in need of consistent support and a way forward.</p> <p><b>Total Score of 26-50</b> indicates a vulnerable culture.</p> <p><b>Total Score of 51-75</b> indicates culture with facets of health and well-being as well as areas in need of focus.</p> <p><b>Total Score of 76-90</b> indicates a healthy culture where people can generally flourish and do their best work.</p> |

Lack of Thrive Practices is stressful and leads to burnout. As Paula Davis said, "You can't yoga your way out of burnout." We need multiple, ongoing workplace actions to strengthen loving, human-centered culture and organizational practices.