

Sustaining Energy, Focus and Team Connection

Check your energy, focus on progress, and create connection.

1

Check Your Energy

Our teams don't need us to be energetic all the time. They need us to be aware of our own energy so we can lead intentionally.

2

Recognize Progress

During times of constant change, people need to know that their efforts and progress are being seen and valued, not only outcomes.

3

Create Connection

When things are constantly changing, people can feel disconnected. Connection is showing people that being heard matters.



Connection doesn't require more time- it requires intentionality

Control how we show up with C.R.C.

Three tools to help you intentionally make connections.

CHECK

Check Your Energy

Check your energy first, before you check your team's energy.

ASK

“What is my current energy level?”

RECOGNIZE

Recognize the Progress

Use recognition throughout the process, not just for outcomes or results.

ASK

“Who/what needs to be recognized?”

CONNECT

Create Team Connection

Connecting the dots & following through on ask helps keep your team connected.

ASK

“What can I do to close the loop?”

CHECK YOUR ENERGY

“What is my energy creating around me?”

1

CHECK YOUR ENERGY

“What is draining/giving me energy right now?”

2

CHECK TEAM’S ENERGY

“If your energy was a cellphone battery, what level would it be?”

3

CHECK THE IMPACT

“If my team mirrored my energy today, would it be a good thing?”



Our energy becomes part of the environment we create.

RECOGNIZE THE PROGRESS

“What deserves to be recognized?”

1

SEE IT

Pay attention to the progress, not just the major events.

2

SAY IT

In your recognition, be specific about what you noticed and why it matters.

3

SPREAD IT

Create a culture of recognition! Share success stories & send ShineWells!



Recognizing the progress helps your team stay focused on the task

CREATE CONNECTION

A ready-to-practice micro-session — walk the scenario, one step at a time. No prep needed. Total run time ≈ 3-5 minutes.

SET THE SCENE • 30 SEC Connecting with a team member during a 1:1 meeting

1



CHECK • 1 MIN

“If your energy today was a phone battery, what percentage would you be?”

Ask one open-ended question first.

2



RECOGNIZE • 1 MIN

“That’s a helpful insight. Tell me, what is something that I may not be seeing?”

Listen with curiosity; acknowledge what you hear.

3



CONNECT • 1 MIN

“Thank you for speaking up. I don’t have the answer yet, but here is what I will do next.”

Name the contribution out loud, follow up with next steps

WRAP • 1 MIN Connection isn't just listening- its showing people that being heard matters



Key point: Trust is built one conversation at a time.

Recognition Exercise: Write a Purposeful Affirmation

Think of one colleague who has gone unnoticed recently, write them an affirmation.

1 SITUATION

Start with the specific moment.
“When [specific moment]...”

“This morning, after our huddle...”

2 BEHAVIOR

Next add the behavior. “...you
[what they did], which showed
[quality]...”

*“ you helped your teammates by
stepping in, which shows how
proactive & thoughtful you are...”*

3 IMPACT

Lastly, add the impact.
“...and it made [specific
difference]. That mattered
because [why].”

*“...and it made us get back on
schedule. That mattered because
we met our goal for today..”*



Deliver it today. In person if possible. Put it in a ShineWell so they can keep it.

Battery Life Check In

Team member worksheet — fill in your response to the questions below:

CHECK

How full is your battery today?

RECOGNIZE

Who has helped recharge your battery? How?

CONNECT

What is one small thing our team can do today to feel more connected?



Check the energy. Recognize the progress. Connect through action.

For Leaders Only: Your Facilitator Pages

FACILITATOR ONLY — DO NOT SHOW THIS PAGE TO YOUR TEAM Presenter reference; keep it on your screen only.

RUN THE SCRIPT

A three-minute guide with prep notes and first-time facilitator tips.

ADAPT IT

Tune the same reset by team type and by work setting, without reinventing it.

SHARE THE REST

Pages 6 and 7 are the team-facing session and the worksheets they keep.



Your team sees the Run It Live page and the worksheet. The next three pages are yours alone.

Your Facilitator Guide: Create Connection pg. 5

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BEFORE YOU START

No prep and no materials — it runs in any huddle, standup or 1:1 meeting. Be sure to check your energy first before checking your team.

What's my energy level right now?

Create Connection • 3 MIN

CHECK • 1 min — check team member's energy.

RECOGNIZE • 1 min — Acknowledge, ask if there is anything that needs recognition.

CONNECT • 1 min — Thank them, provide follow up

Stay curious about what you hear

IF THIS IS NEW FOR YOU

It is normal to feel nervous — a steady, unhurried pace does most of the work. Remember it's a conversation not an interrogation.

Also, minimize any distractions so you can stay present in the conversation.

Start with a warm smile



KEY POINT — Being heard matters. When people feel heard they feel valued.

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Create Connection- Adapt It to Your Team

Same 3-minute worklist reset — small tweaks help it land for different teams and work settings.

BY TEAM TYPE

Clinical teams

- Run it in the huddle — keep it short out of respect for the floor. Team members can answer openly and give recognition openly in the group.
- It's perfectly fine if you only get time to ask one question instead of all three. For example, if you only have time to check your team's energy level. That's a good start. Follow up later in the day to see if or what has changed their energy level.

Non-clinical teams

- Run during monthly staff meetings or during 1:1 meetings
- Make this activity part of a routine. Include in a monthly team meeting. Individuals can answer out loud or write it down anonymously. The goal is to get team members accustomed to providing this information on a regular basis.

BY WORK SETTING

On-site teams

- Make this a team building activity. Conduct this activity in pairs or small groups. Allow the groups to switch up participants so everyone gets a chance to talk to someone new.
- In a group setting, ask participants to recognize someone or something on the team. Encourage them to follow up with a ShineWell.

Remote or hybrid teams

- Use during a TEAMS virtual meeting. Participants can use the chat to put in their responses to each question.
- Use the TEAMS breakout room feature to place participants in small groups to conduct the activity or parts of the activity.

ADAPT, DON'T REINVENT Same three moves for every team — Check, Recognize & Connect.