

Webinar #4
Workforce Temperature

Organizational Resilience Series



Joshua Berry

Co-Founder & CEO

Author of Dare To Be Naive

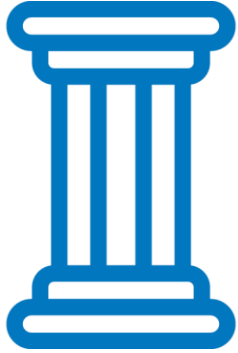
*Grab a pen
and paper*

Add to chat:

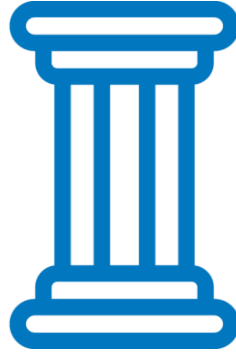
*How have you
experienced feedback
in the past?*

Four Pillars[!]

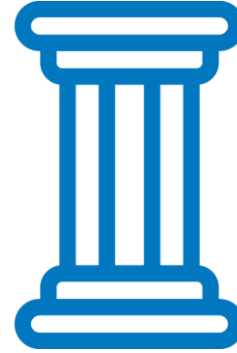
of organizational resilience



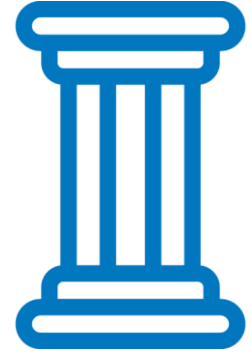
**Organizational
Practices**



**Leadership
Qualities**



**Workplace
Culture**

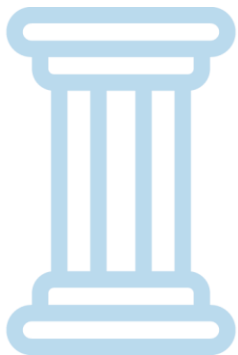


**Workforce
Temperature**

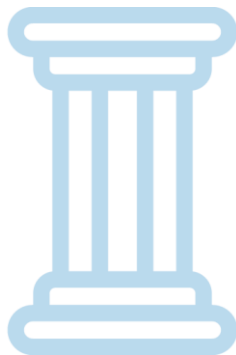
Resource Page: <https://www.disastermh.nebraska.edu/resources/resilience-resources-for-organizations/>

Four Pillars[!]

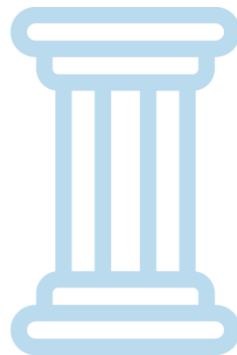
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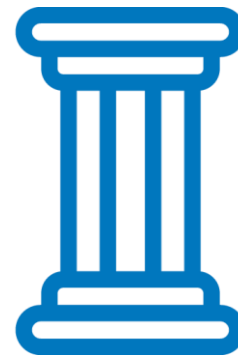
**Organizational
Practices**



**Leadership
Qualities**



**Workplace
Culture**



**Workforce
Temperature**

*Our focus
today*





Today.

Warm up!

Defining Workforce Temperature

Receiving Feedback

Q&A

Closing Remarks

Hi, I'm Melissa.

what lights me up

Helping clients
make changes
that light THEM
up!

*Coach, rower, competitive
reader.*



*Pilot, chef, collector of extra
cords & wood scraps.*



*13, snores loudly, still always
hunting.*



4, scared of everything, very emo.

About Econic.

Econic is a leadership, innovation and organizational culture consulting group.

We exist to help people practice the behaviors that grow themselves and their organizations.



Let's
Warm up!

What changes workforce temperature?

Lower

Raise

Defining

Workforce Temperature

Defining Workforce Temperature

Workforce temperature is how a team:

- Handles challenges
- Solves problems
- Learns from mistakes
- Manages workload

A healthy workforce temperature means that employees **look to improve and ask for help** when needed.

People see **change as a chance to grow.**

10 Workforce Temperature Indicators.

#1

Collaboration

I effectively collaborate with others to handle unexpected challenges at work.

#2

Workload Mgmt

I successfully manage a high workload for long periods.

#3

Resolution

I resolve crises competently at work.

#4

Learn from Mistakes

I learn from mistakes at work and improve how I do my job.

#5

Improvement

I continually re-evaluate my performance to improve the way I do my job.

#6

Feedback

I effectively respond to feedback at work, even criticism.

#7

Ask for Help

I seek assistance at work when I need specific resources.

#8

Ask for Support

I approach managers when in need of their support.

#9

Change Ready

I use change at work as an opportunity for growth.

#10

Morale

I have high morale at my workplace.

If you are interested in taking the Organizational Assessment, contact Jason.Shonerd@unl.edu

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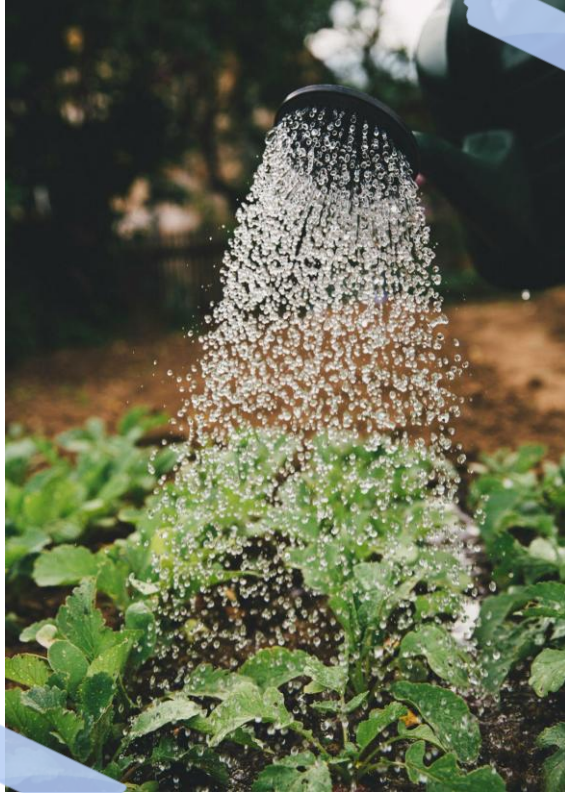
I have high morale at my workplace.

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**How have you
experienced feedback in
the past?**
(giving or receiving)

Stages of Receiving Criticism.





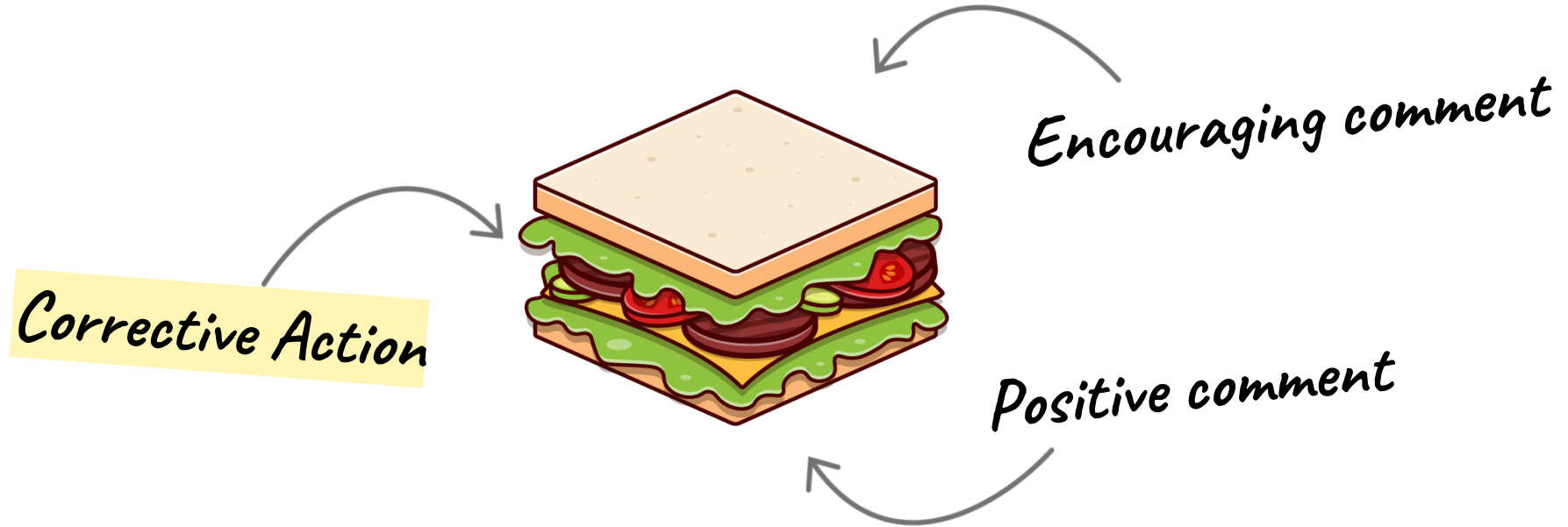
Invite feedback to create growth.

*Feedback helps
us learn what we
need to change.*



**How do we get the
feedback we need to grow?
We have to ask.**

Feedback Sandwich?



Feedback Cookie?



OREO

TWO POSITIVE
THOUGHTS AROUND
ONE NEGATIVE
THOUGHT



MACARON

ELEGANTLY WORDED
POSITIVE THOUGHTS
AROUND ONE VERY SMALL
NEGATIVE THOUGHT



BLACK + WHITE

NO-NONSENSE
STRAIGHT FORWARD



OATMEAL RAISIN

POSITIVE, WITH BITS
OF NEGATIVE
SPRINKLED IN



SUGAR COOKIE

OVERLY SWEET
AND ULTIMATELY
UNFULFILLING



DOUGH

COMPLETELY
UNFILTERED

Feedback Decision Tree.

Why.

What.

Next.

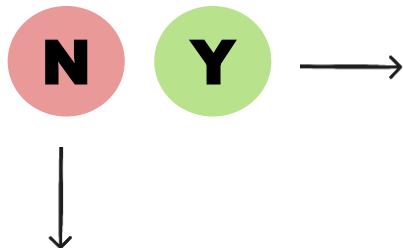
Feedback Decision Tree.

Why.

Do I understand
the intent or
motives of the
person delivering
the feedback?

What.

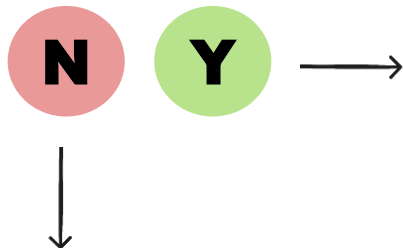
Next.



Feedback Decision Tree.

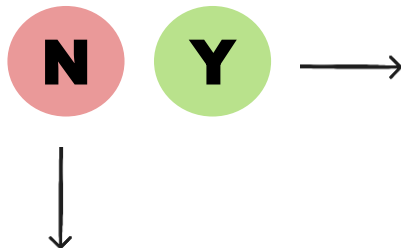
Why.

Do I understand the intent or motives of the person delivering the feedback?



What.

Does the feedback align with my personal values and professional goals?

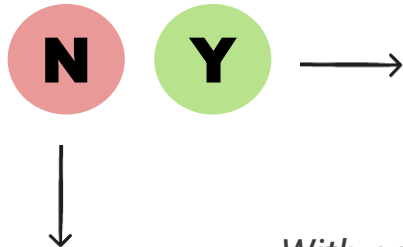


Next.

Feedback Decision Tree.

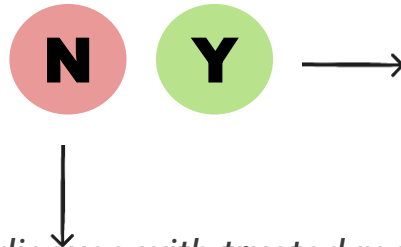
Why.

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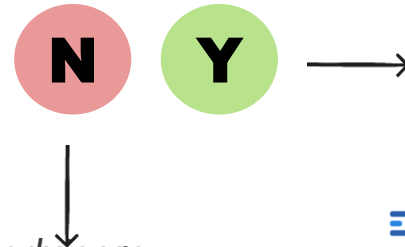
What.

Does the feedback align with my personal values and professional goals?



Next.

What do I need to change and what should I discard?



With confusion, discuss with trusted mentors or advisors.

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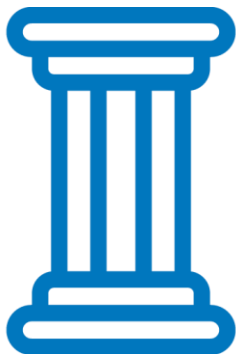
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Q&A

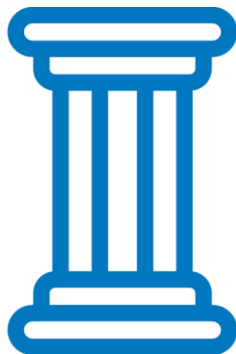
Four Pillars[!]

of organizational resilience

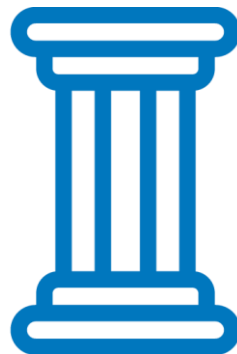
That's a wrap!



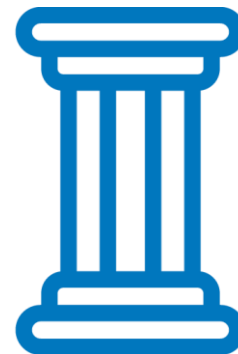
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Thank you for joining!