

Describe three issues/behaviors you and your staff feel are positively impacting staff morale:

- Meeting with staff one on one
- Encouraging cross-training and working in multiple work groups
- Openness to input and suggestions

Describe three issues/behaviors you and your staff feel are negatively impacting staff morale:

- Uneven employee engagement and productivity
- Inconsistency in communication
- The amount of time it takes to fill open positions

In your group, discuss the issues/behaviors each of you listed. Identify the three (positive or negative) that you all agree should be resolved or enhanced:

- Communication
- Hiring (more efficient process)
- Creating opportunities for input

Activity IV

Communication

- My action: Be consistent with leadership. Aim for constant communication.
- Staff: Be accountable to ask questions and read intranet/email. Not spreading grapevine information.
- Administration: Create a director of internal communication.

Hiring Takes Too Long

- Me: Be more transparent about where we are in the process (when possible). Explain process to staff.
- Staff: Increased cross training to take pressure of short-staffed work groups.
- Administration: More GOAL sessions. Hire more HUM staff.

Creating Opportunities for Input

- Me: Continue to encourage feedback. Mini pilot projects at the local level.
- Staff: Speak up! Share feedback and ideas in a constructive way.
- Administration: Respond and explain when ideas are not adopted.