











Strategies for Thriving Organizational Conditions

Below is a list of strategies we can use to build the conditions for individual and organizational thriving. All leaders and team members can integrate these strategies; communication is key. Take a moment for honest reflection. What are you already doing well and consistently? What have you not thought about before or are you not doing well or consistently? Discuss your reflection with your team and ask your their perspective.

	Clear Vision and Goals	Articulate clear and specific goals, timelines, vision, and standards. Paint a clear picture of what success looks like. Ask questions to gain clarity if the vision and goals are unclear.
	Provide the WHY	Emphasize the purpose, what's at stake, why it matters, and for whom. Connect your values and purpose to the task, goal, or project and encourage others to do the same. Keep the purpose top of mind, discuss, and ask for clarity if uncertain.
	Model Humility and Curiosity	Demonstrate situational humility. Identify and share where you have gaps in knowledge, skills, or abilities. Share your areas of development and plan. Ask for help. Ask questions about others' challenges, ideas, concerns, and if they need support.
	Offer Choice	Empower people to assist in developing goals and creating training or execution plans. Encourage people to identify focus areas and strategies for their own development.
	Praise Input and Initiative	Acknowledge and appreciate questions, ideas, concerns, or challenges shared by people. Encourage everyone to share. Praise an individual's willingness to assess and then act independently on tasks or projects. This can be from a leader or peer-to-peer.
	Destigmatize Failure	Celebrate and discuss failures that are due to complexity, innovation, or pushing limits to promote learning and growth. Admit your own failures and mistakes. Frame failure as a learning process and look forward. Offer help. Discuss, consider and brainstorm next steps together. Present projects as learning problems. Identify where there is uncertainty and need for interdependence and collaboration. Set expectations about failure.
	Provide and Seek Feedback	Provide caring, direct, and honest feedback in a timely and consistent manner. Ask for caring, direct, and honest feedback and model effectively accepting that feedback.
	Maintain Accountability	Hold people accountable to the set standards. Encourage people to hold each other accountable. Sanction clear violations.