



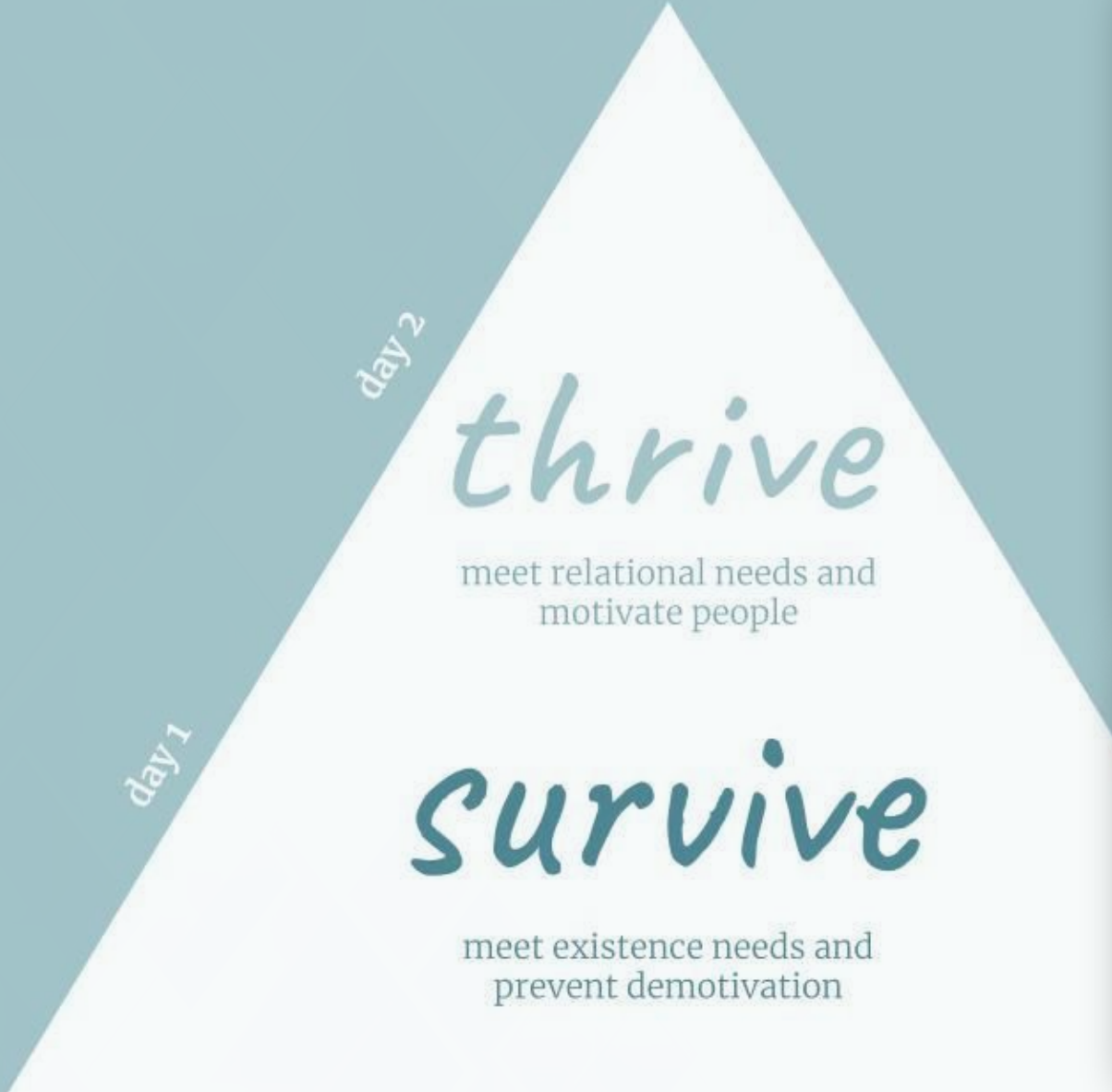
illuminate

Thrive! Meeting Growth Needs in the Workplace



Scan the QR Code to read a case study and testimonial.





thrive

meet relational needs and
motivate people

survive

meet existence needs and
prevent demotivation

Step 2: Let's Motivate People – Creating a Thriving Workplace

- Social Threats & Rewards
- Meeting Relational Needs:
 - Communication
 - Psychological Safety
 - Empathy & EI
 - Values
- Meeting Growth Needs:
 - Autonomy
 - Flexibility
 - Time Management
 - Ends vs. Means
- Innovating the Workplace – Experiment Design & Implementation

Step 1: Let's Keep People from Being Demotivated– Creating a Workplace that Meets Existence Needs

- History of Workplace Engagement and Wellbeing
- Assessing Your Workplace Wellbeing
- How to Design a Workplace that Meets Existence Needs:
 - Sleep
 - Stress
 - Living Wages & Financial Wellness
 - Safety

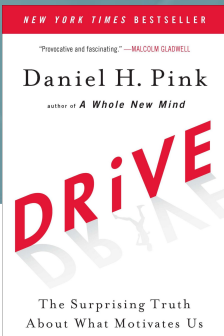
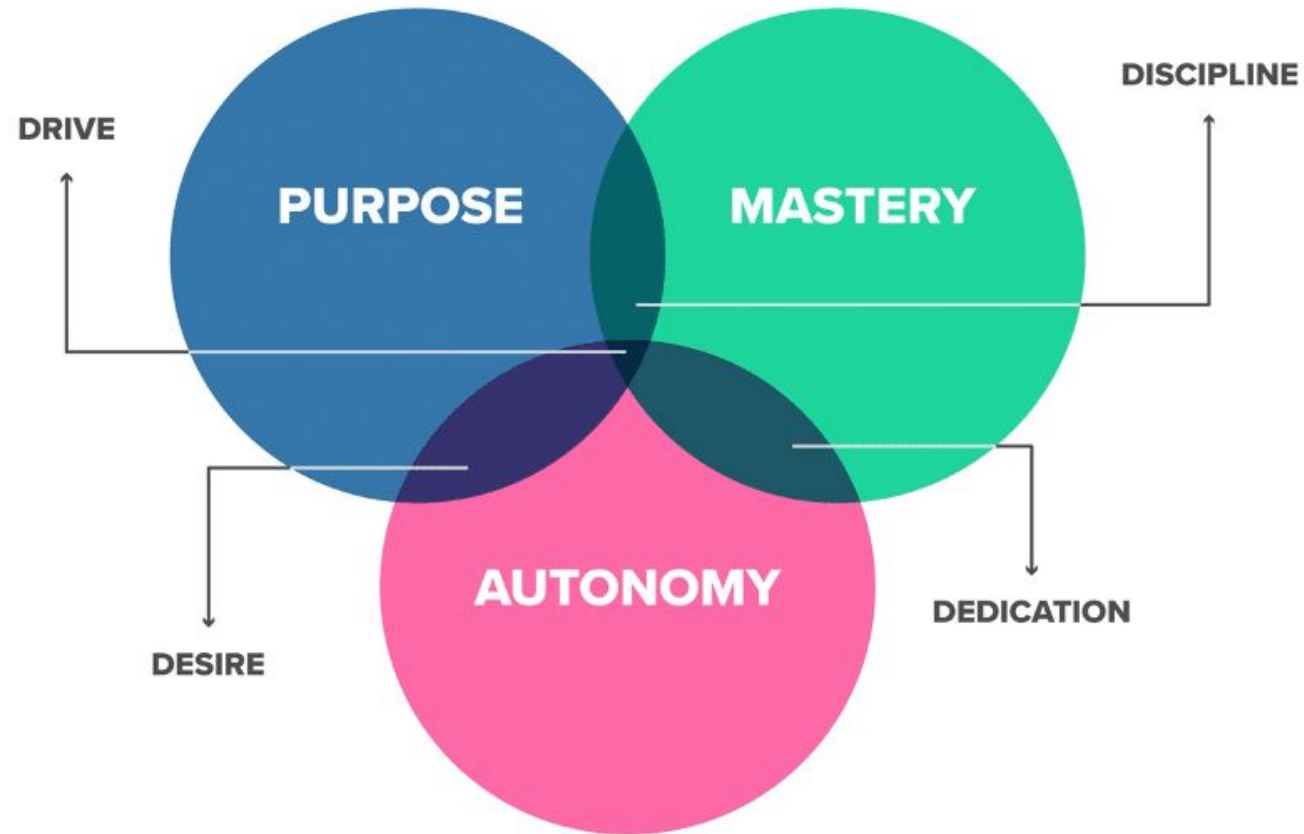


tips for successful time blocking



- Place buffers in between tasks.
- Schedule your breaks (not just lunch).
- Use the right daily time management strategies to stay on track.
- Overestimate how long things will take (at least to start).
- Put in time for downtime, relaxation, and learning.
- Tell people what you're doing.
- Set an “overflow day” to stop you from feeling overwhelmed.
- Revise as needed.

EMPLOYEE MOTIVATION



choice within
clear expectations
not less accountability

Case Study

Two supervisors.
Same team.
Same goals.

As you listen, notice which leader you resemble most often.

Supervisor Jordan

*Consistency comes
from Control.*

- Follow my process
- Ask before deciding
- I'll approve anything unusual
- I'll solve the problems

six months later...

- goals are met
- employees wait
- Jordan is overwhelmed

Supervisor Taylor

*Consistency comes
from Clarity.*

- Here's the outcome
- Here's the standard
- Use your judgment
- Bring me bigger problems

six months later...

- goals are met
- routine problems get solved
- Taylor coaches more

What was different?

Same accountability.

Different ownership.

Which leader created more capacity — for the team and for themselves?

3 Leadership Shifts

controlling work → clarifying outcomes

giving answers → asking coaching questions

approving everything → creating clear guardrails

Which shift would make the biggest difference on your team?

Where are YOU the bottleneck?

What decisions require your approval?

Which ones truly need your approval?

Where could employees own more?

What could you hand off this month?



Autonomy with Guardrails

employees have freedom to...

- organize work
- solve routine problems
- prioritize
- improve processes

as long as...

- expectations are clear
- safety is maintained
- policies are followed
- outcomes are achieved

Manage the outcome. Coach the process.

"Through deep research and evocative storytelling, Celeste Headlee shows us how to break free from constant pressure and live the life we truly want."

—ARIANNA HUFFINGTON, founder and CEO of Thrive Global

Do Nothing

How to Break Away from Overworking,
Overdoing, and Underliving

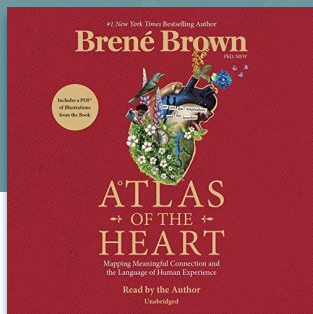
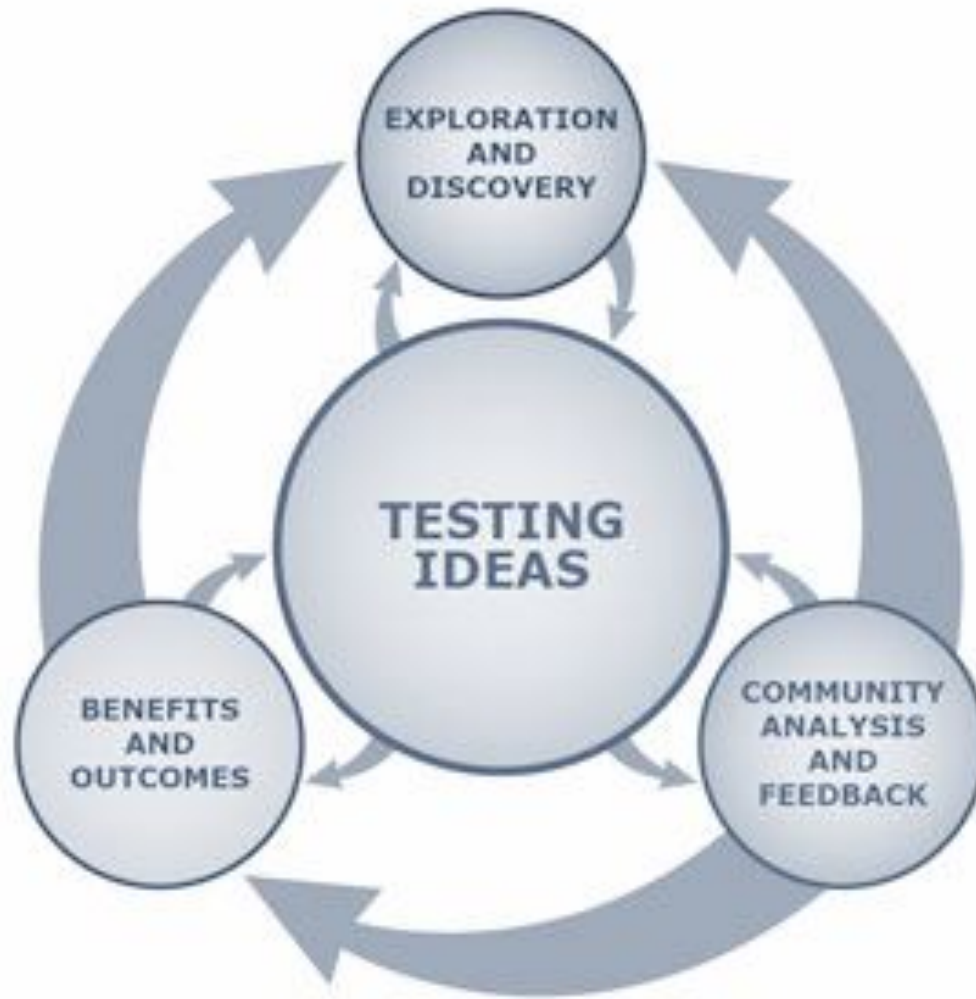


Celeste Headlee

National Bestselling Author of *We Need to Talk*

"The question is not about whether you are productive but what you are producing." .."

How science works



accomplishments list & gratitude activity



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