



Invigorate Your Virtual Workforce

Daily Doses to Boost Team Energy & Engagement

We invite you to review the job aid with sample ways to re-energize your team. Then, use the “Invigorate Your Virtual Workforce” template to create your own plan. Being an energizer is one of the keys to boost motivation and engagement in virtual (neutrally located) teams. With the “Invigorate Your Virtual Workforce” template you can create your daily doses of engagement and plan your week for high productivity.

Collaboration now consumes 85% or more of most work weeks.¹ In order to reap optimal results, leaders should be intentional about collaboration and earn commitment through energizing interactions.² In today’s hyper-connected world, the way to stand out is to create energy and enthusiasm. It’s the biggest predictor of a high performer, and it leads to top performance evaluations, early promotions, and increased productivity. People are drawn to energizers, so ideas are shared while people want to collaborate. Behaviors, not personality, matter, so leaders can choose to be energizers.³

Collaboration overload and teammates feeling isolated lead to plummeting productivity levels, burnout, attrition, and poor decision making. Gifted leaders know it’s vital to reconnect with their teams and seek ways to re-energize their teams in today’s fast-paced online world.

Leaders are ultimately responsible for results, so it’s often easy to fall into the trap of focusing solely on productivity levels as leaders champion innovative change efforts and drive performance. Sometimes, hard-charging attitudes and commanding tones creep into the workplace. Using the “Invigorate Your Virtual Workforce” template will allow leaders to quickly re-center and re-energize themselves and their teams.

We suggest you take 10 minutes each day to energize yourself and team. Activities can be short-lived and in the moment, or activities can last a week or longer.

Consider your engagement goals. Suggested activities will boost connection and teamwork skills, and often activities can directly tie into and enhance other job-related skills. Play games, such as “I Spy” to learn more about teammates as you observe items in their video background. Facilitate a scavenger hunt for fast-paced data gathering. Create custom BINGO cards noting calls to action throughout the week. Play Story Cubes to strengthen storytelling skills, etc.

Rely on the “Invigorate Your Virtual Workforce” job aid and template to help you tap into the thought leadership found in *The X-Factor: The Spiritual Secrets Behind Successful Executives & Entrepreneurs*.⁴

¹<https://www.ConnectedCommons.com>

²Rob Cross, *Beyond Collaboration Overload: How to Work Smarter, Get Ahead, and Restore Your Well-Being*, Harvard Business Review Press, 2021.

³Rob Cross, “3 Ways to Collaborate More Efficiently and Avoid Burnout,” *Inc*, magazine, September 2021, <https://www.inc.com/rob-cross/3-ways-to-collaborate-more-efficiently-avoid-burnout.html>

⁴Angela Kochuba, Kayleigh O’Keefe, et al., *The X-Factor: The Spiritual Secrets Behind Successful Executives & Entrepreneurs*, Soul Excellence Publishing, 2021.



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Daily Doses to Boost Team Energy & Engagement

Music Monday

- Contribute a song to the team's weekly playlist.
- Demonstrate a musical talent.
- Present song lyrics and discuss why they are important to you.
- Wear a music-related item, such as a t-shirt with your favorite band.
- Share a song revealing a weekend activity.
- Communicate schedules for virtual concerts & events.
- Sing a song together.

Talent Tuesday

- Discuss specific talents you've witnessed within the team.
- Share talents from outside sources, such as TED Talks.
- Reveal any special past or present talents, such as athletic endeavors, special cooking recipes, gardening tips, poetry reading, etc.
- Create energizing competitions, such as who can stack the highest house of cards, who can draw the best while blindfolded, etc.

Wise Wednesday

- Share inspirational quotes, videos, etc.
- Explain a lesson learned from a prior mistake.
- Submit a brainteaser for the team or individuals to solve.
- Play a trivia game.
- Disclose the advice you'd give your younger self.
- Create a time capsule to open at the end of a long-term project. Use photos of items or special memories.
- Ask a Subject-Matter Expert to share insights.

Thankful Thursday

- Express gratitude for teammates, stakeholders, etc. either orally during a meeting or in writing with a thoughtful note of appreciation.
- Develop & award a badge for going above & beyond expectations.
- Review the Good News Network's feed.
- Volunteer for a charity.
- Accomplish a small, good deed today.
- Create a "wall" of gratitude on a share drive, & add to it each Thursday.

Freedom Friday

- Today is about fun. Express yourself!
- Play games: "I Spy," scavenger hunts, BINGO, or Story Cubes.
 - Dress with a theme.
 - Share your sense of humor with a meme, comic, story, etc.
 - Accommodate for maximum schedule flexibility.
 - Join the meeting from a favorite location, such as a garden, local coffee shop, etc.
 - Encourage team members to volunteer for special assignments.

Energize your team! Use these examples to inspire your motivational and engagement plans.



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My Weekly Plan

Date: _____

Music Monday	Talent Tuesday	Wise Wednesday	Thankful Thursday	Freedom Friday

Energize your team! Use this template to create your motivational and engagement plans.

Set ground rules to prevent controversial topics from emerging. There's a time and place to address controversial issues, but this isn't the appropriate time.