

Engagement Parallel Steps Suggestions	Resources	Things to Consider
Develop a way to check in with your staff to assess how they address their Secondary Trauma and organizational stress. Encourage self-care.	Secondary Trauma: www.secondarytrauma.org	
Enhance regular one-on-one supervision by utilizing this resource as a guide.	Effective One on Ones: https://www.manager-tools.com/2005/07/the-single-most-effective-management-tool-part-1	
Create a learning culture/environment.	Motivational Learning Techniques: http://www.nova.edu/gsc/forms/mi_rationale_techniques.pdf Creating a learning culture: http://www.inc.com/paul-schoemaker/how-to-create-a-positive-learning-culture.html http://www.trainingindustry.com/blog/blog-entries/how-leaders-create-a-learning-environment.aspx http://ncwwi.org/files/Learning_Organizations_1pager_5.pdf	
Institute a way to regularly recognize staff.		
Institute a way to build staff morale based on the results of the most recent Employee Engagement Survey.		
Conduct a 360 Degree Employee Survey. Apply your strengths and begin to address your opportunities for growth.	360 Degree Employee Survey/ survey monkey: https://www.surveymonkey.com/mp/360-degree-employee-evaluation-survey-template/	360 Survey costs. You will need to make a plan on how to use these results. How will you use your strengths and how will you address your opportunities for growth? You may need to recruit the support of

		your supervisor, a mentor or MiTEAM Analyst to strategize.
Conduct a personality assessment of yourself and your staff. Use knowledge gained to engage better as a team.	Myers Briggs: http://www.onlinepersonalitytests.org/mbti Jung Personality Test: http://www.humanmetrics.com/cgi-win/jtypes2.asp	You will need to make a plan on how to use these results. How will you utilize each personality type to optimize your team functioning? You may need to recruit the support of your supervisor, a mentor or MiTEAM Analyst to strategize.
Teaming Parallel Steps Suggestions	Resources	Things to Consider
Institute an internal peer support process for difficult cases.		
Research decision-making processes and determine as a team how you want to make decisions that affect coordination and functioning. Be sure to include the team member's voice and choice.	Decision making process: http://kenthompson.typepad.com/Presentations/7Teamdecisionmakingtechniques.pdf http://www.yourofficecoach.com/topics/coworker_relationships/group_decision_making/how_to_make_good_group_decisions.aspx http://www.philosophyib.com/3/wholebrain/effective-group-decision-making	
Evaluate the way your team collaborates with others (peers, internal partners, external stakeholders). Institute a plan to improve gaps. An Eco-map could be used.	Eco map: http://strongbonds.iss.org.au/workers/cultures/ecomaps.html	
Create a plan to improve teaming in your unit based off the discussion in "Supervisor Led Application Exercise: Professional Teaming." Include the team members' voice and choice.	Supervisor Led Application Exercise: Professional Teaming. Access through Enhanced MiTEAM Virtual Learning Site.	