

high

VALUE

- High Value
- Low Care

**Mattering**

- High Value
- High Care

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# Mattering at Work

- Low Value
- Low Care

- Low Value
- High Care

low

CARE

high

# Mattering Matters to Your Leadership

Over the course of our work, we've seen over and over again that **leaders want to feel proud of their leadership and confident in their ability to magnetize the people they lead; to create strong commitments to creating success.** While they're committed to that success, they often report that they struggle with the people aspect of their leadership.

Since the people aspect is what leadership is, we've been committed to identifying the simple, core behaviors that create great leadership. And, **mattering *does indeed* matter.**

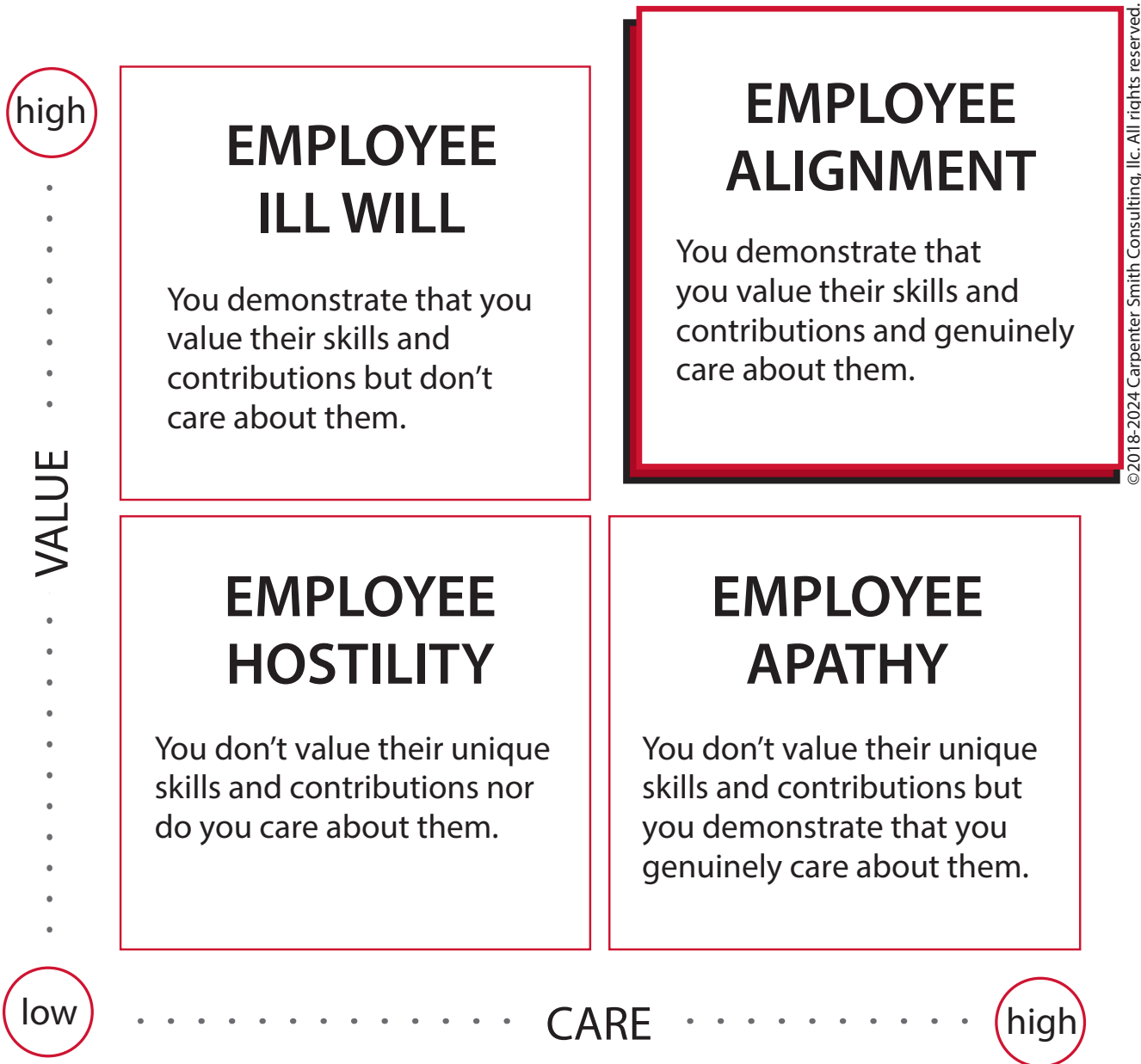
**When people have the experience that they matter to their leader, then the organization/team is more successful.** The tricky part for many leaders has been knowing what that actually requires of them behaviorally.

Take a look at the Mattering Matrix for Leadership on the next page and think about the people you're leading. Where do they land?

As you'll see, mattering matters and when an employee doesn't experience that they matter to their leaders, success is less likely to happen.



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When employees and even colleagues believe they matter to you, they'll lean in to help you in creating success.

Whether it's in their work for you as employees, or in partnering with you as colleagues to help you think about success, **you'll find deeper engagement and collaboration when you've demonstrated that they matter to you.**

Make a list of each person who reports to you or you work with\*, and then note where they land on the matrix. Depending on which quadrant they land in, review the lists on next two pages and write down what you can do to demonstrate that they matter to you (or to manage their performance so that they DO matter to you.)

Name	Box they fit into	Ways I can demonstrate they matter to me

\*Partners and children also will connect with you more deeply if they feel they matter, so consider adding them to your notes on this page as well!

# Mattering at Work

## Examples of how to demonstrate VALUE at work.

### VALUE:

- Regularly ask individuals and teams, “What does support from me look like?” and “What does support from the team look like?”
- Provide thoughtful feedback in real time and annually.
- Let people know how their skills help create success.
- Acknowledge things people do every day, that create a strong culture of belonging.
- Offer recognition for contributions to the team or the organization (be sure to find out how they like to receive recognition).
- Help create a career map with them by asking questions like:
  - *What are your professional goals and dreams?*
  - *What work motivates you?*
  - *What skills do you love using?*
  - *Are there opportunities here you'd like to work toward or experience you'd like to develop?*
  - *What actions will you take to gain experience and develop your skills?*
- Create space to celebrate each other's strengths and encourage people to lean on each other to learn and grow.
- Comment on a successful project completion.
- Note when someone does something unique.
- Encourage regular “business” **meeting audits**. Support your team to make their meetings more efficient with audit questions like:
  - Do topics stick to the meeting goals?
  - Do you have the right people in the room?
  - Can you shorten your meetings by 5-10 minutes?
  - Can you create roles like Timekeeper, Herder, or Notetaker, to help keep the meeting on track?

# Mattering at Work

## Examples of how to demonstrate CARE at work.

### CARE:

- Regularly ask individuals and teams, “What does support from me look like?” and “What does support from the team look like?”
- Be fully present in online and in-person meetings and conversations (put away distractions).
- Apologize and admit when you’ve messed up.
- Create regular “connection” meetings. Connection can come from working together on the team values or sharing something more personal. Be sure to get input from the team on what type of connection meetings would feel supportive to them.
  - eating lunch as a team (no work agenda!)
  - crafting something together like a proposal or to plan an off-site
  - a fun activity or challenge that is work-based or personal
  - identifying a question to help you get to know each other better
  - sharing appreciation for each other or the team as a whole
- Host a “Beating burnout” challenge. Be sure to get input from the team on what it could look like. Encourage team members to get involved in the planning and/or hosting of it.
  - tracking things like water, movement, mindful breathing, or sleep
  - daily group activities like stretching, dancing/movement, mindful breathing, or sharing jokes
- Encourage, model, and connect regularly about healthy work/life balance with things like:
  - no emails after a certain hour
  - talking about how to ask for support
  - coaching people on how/when to delegate
- Inquire about a vacation or how someone is feeling after a sickness.
- Welcome people into meetings.