

Christopher
Littlefield

Beyond **Thank You**



PROGRAM HANDOUTS



Hello Everyone!

It was great to meet you all! Thank you, to the organizers for all the work behind the scenes to make this program possible. I hope you left with a few insights and a few smiles.

The following pages, you will find some handouts we discussed in the program and some links out to some content that will help you go deeper on the subjects that we discussed.

If you have any questions about any of the materials or our program my contact information is below. Please reach out anytime!

Again, it was great to meet you all, and I look forward to staying in touch.

Best,
Chris

Contact Information

chris@beyondthankyou.com

www.beyondthankyou.com



Please feel free to connect on LinkedIn



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Build Cultures

where people feel valued,
work feels easier, and
change happens together.



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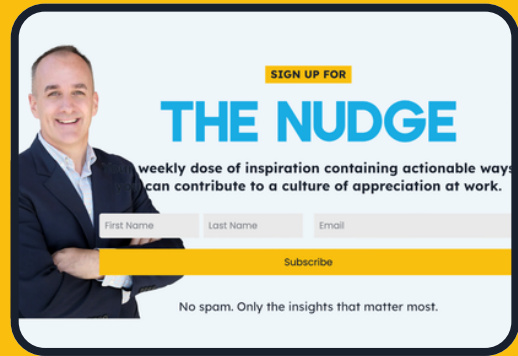
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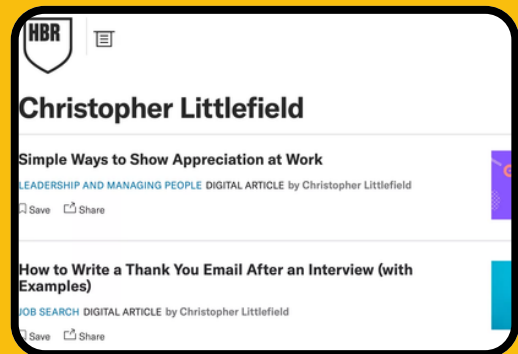
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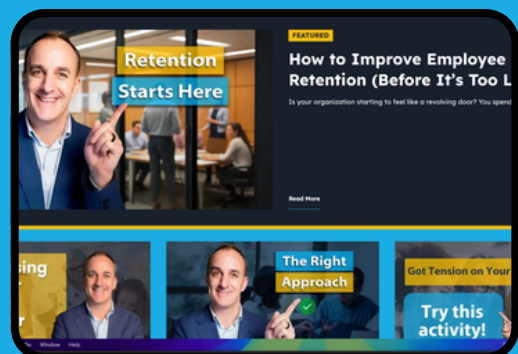
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LEARN MORE

How To Set Team Norms

Article and Video

What are Team Norms

& Why They Matter More
Than You Think



Asking for Feedback

Article and Video

How to Ask for Feedback
at Work

& Get Something You
Can Actually Use!



Team Culture Design Activity

Article

Help Your Team

Design a Culture
They Love



Halloween Ideas

Article and Video

VIRTUAL

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ACTIVITIES

FOR YOUR TEAM



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Career Development Conversations

Video



How to Give Clear Instructions

Video



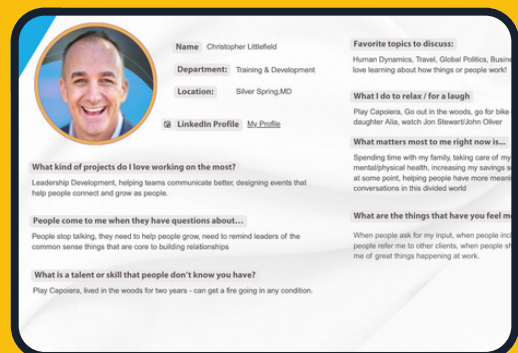
Resolving Conflict As A Manager

Video



Welcoming New Team Members (Profiles activity)

Video



Team Relationship Building Self-Assessment

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Use the questions below to reflect on how you're doing at building and maintaining relationships on your team. Without overthinking, rate your general experience. What do you notice?

☐	How often do you laugh and play together as a team?	1 _____ 10 Never Often
☐	How often do you do things to learn and grow together?	1 _____ 10 Never Often
☐	How well do you feel you know your team members?	1 _____ 10 Not at all I know them well
☐	If you are feeling burned out, sick, or have a personal issue, how safe do you feel to tell your colleagues?	1 _____ 10 Not Safe at All Completely Safe
☐	If you make a mistake, how comfortable do you feel admitting it to your colleagues?	1 _____ 10 Not Comfortable Completely Comfortable
☐	If you feel frustrated with a colleague, how comfortable do you feel asking them to speak with you?	1 _____ 10 Not Comfortable Completely Comfortable
☐	If you are struggling with a task, how comfortable do you feel asking for help?	1 _____ 10 Not Comfortable Completely Comfortable
☐	When conflict arises on the team, we most often...	1 _____ 10 Avoid the issue Address it head on
☐	How often do you and your colleagues celebrate and express appreciation for each other?	1 _____ 10 Never Often
☐	How valued do you feel by your team?	1 _____ 10 Not Valued Fully Valued

Add up your scores to get a total out of 100. Then, refer to the right column to interpret your results.

WHAT IS YOUR SCORE TELLING YOU?

75+: Keep it Up!

Keep laughing, learning, and growing together as a team. It seems like you have a strong culture—now make sure your team feels the same. Have each team member take the assessment and compare responses. Use the results to celebrate what's working and choose one or two areas to keep growing together.

50–74: Step it Up!

Time to inject a little more fun and reflection into your work together. Don't worry about how it might be perceived—just try something! Activities to consider:

- Pulse Checks
- Question of the Day
- Team Shout-Outs & Small Victories

As a leader, this is also a great time to schedule one-on-one meetings using the Stay Conversation questions.

Below 50: Start it Up!

This score suggests there's work ahead. You may want additional support—and we're here to help. Doing nothing is likely what got you here. If you want to shift things, you need to start somewhere. Try this:

- Schedule a one-on-one check-in with each team member.
- Acknowledge: "I haven't done enough to build our culture—and I want to change that."
- Ask: "What's working well?"
- Ask: "What's one thing I could do to improve our team culture?"

Start small. In your next team meeting, try asking a trivia question or "question of the day" to begin building emotional safety.

Question Bank

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Use these questions to build trust, boost energy, and deepen understanding—whether you're kicking off a meeting, onboarding a new hire, or helping your team reflect and grow. You don't need to use them all—just pick one or two that fit the moment and help people connect as humans, not just coworkers.

Questions to Help Ease People into the Meeting

- What were you doing five minutes before this meeting?
- (Helps team members understand and empathize with what others are dealing with between calls.)
- If you were to pick a genre of movie, color, type of car, food, etc., that best represents how your day or week has been going so far, what would it be and why?
- (Pick one theme each time you use this simple check-in question.)
- On a scale of 1–10, what's your energy level today and why?
- Is there anything you need to acknowledge or express to the team so you can be present in the meeting today? (Family members in the background, sick kids, dogs barking, poor internet, other project deadlines, etc.)

Get-to-Know-You Questions

- Who was your favorite teacher in school and why?
- What was your favorite book as a child and why?
- What's the strangest job you've ever had?
- What was your favorite toy as a child?
- What's one thing that grosses you out?
- What's the most beautiful place you've ever seen and why?
- What movie have you watched more than five times?
- If you had one last meal on this planet, what would it be and why?
- What's a talent or hobby you have that most people don't know about?
- If you could instantly master any skill, what would it be?
- What's the best concert or live event you've ever been to?
- What's a food you can't stand that everyone else seems to love?
- If you could live in any fictional world, which one would you choose?
- What's the weirdest or most unexpected thing in your bag or on your desk right now?
- What was your first job, and what did you learn from it?
- If you had to listen to one song on repeat for a day, what would it be?
- What's a favorite family tradition or holiday memory?
- If your life were a book, what would the title be?

Questions for Learning and Reflecting

- What's one thing you learned recently that surprised you?
- What's a new skill you've developed or improved?
- What's something a coworker helped you learn?
- What's one of your proudest moments at work?
- What's one thing you want to learn or develop in the months ahead?
- What's one experience you want to have in the next year?

Questions to Talk About Working Together

- What do you enjoy most about your job?
- Given all your responsibilities at work and home, what's one thing you wish people understood about what it takes to do your job?
- If you could click a button and one task on your to-do list would automatically be completed, what would it be and why?
- How do you explain what you do to others outside of work?
- What's one thing you need from the team to work at your best?

QUESTIONS TO TALK ABOUT SELF-CARE

- What simple things give you the most joy?
- What do you do to relax?
- What are three things you do to take care of yourself?
- What are 2–3 things team members can do/not do to support you when you're stressed?
- What are some of the boundaries you try to maintain in life?

One-on-One Questions

- What is the most important thing for us to talk about today?
- What is one thing you are proud of from the last week?
- Anything else you want to discuss?

Appreciation Through Understanding Exchange

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Thank You

One of the most powerful ways to help people feel valued and appreciated is to make sure they feel truly understood for who they are, what they contribute, and what it takes to do their job each day. Take a few minutes to reflect on the questions below. Then, meet with one or two colleagues to share and discuss your answers. These conversations can happen in a team meeting, over coffee, or in a quick one-on-one. The more we understand each other, the easier it is to build trust, avoid misunderstandings, and create workplaces where everyone can thrive.

- What do you enjoy most about your work?
- What does it take to do your job that nobody sees?
- The people you work best with understand what about you?
- What matters most to you right now – at work and at home?
- What is one thing you want to get better at in the year ahead?
- Anything else you want to share?

Appreciation Rituals



Send positive signals by recognizing and celebrating wins with others. Here are four things to try

Small Victories

Help your people step away from their never-ending to-do list and get present to what they are accomplishing each week with a “Small Victories or Weekly Wins” practice. Every Thursday, make a quick post to your team chat or Facebook group for everyone to share at least one “Small Victory.” Maybe you called a client you have been avoiding, finished a report, onboarded a new team member, submitted your taxes, or went for a run! It can be work or personal, but the point is to create a space where people get present and feel safe to share their progress!

Shout Outs

Carve out time in any team or company meeting for people to express appreciation for one another. Open it up by saying, “Who wants to give a shout-out to someone on their team or another who has helped them out or done great work?” People may be too shy to speak the first time, but after a few seconds, someone will jump in—and then another and another. If you’re meeting remotely, invite people to share in the chat. If you make this a standard part of your meetings, people will come ready to share.

3W Weekly Debrief

Wrap up your week with a little celebration and connection using the 3W Weekly Debrief. Have everyone go around and share one Win, one Wall, and one Plan for the weekend.

Win – Small Win

Wall – Challenge You're Facing

Weekend – Plans for the Weekend

Most people have heard of the idea of an exit interview where you interview an employee about why they have decided to leave the company. All too often, the reason they are leaving could have been avoided if we had just taken the time to check in prior. A “Stay Conversation” is a simple check in with your employee every 2-3 months to see how things are going and if there is anything you can do to better support them.

Context: Remember, this is not a performance review, but an intentional check in to see how the employee’s experience is going. Your job is to listen and understand their experience and identify ways to better support them.

Possible Stay Conversation Questions

- In general, how have things been going?
- What part of your job do you enjoy the most? The least?
- What has been your biggest challenge? How can I better support you with that challenge?
- Is there any feedback you would give to me on how to better support you overall?
- Is there anything you want feedback from me on?
- Do you feel like you are learning and growing here? If no, what do you want to be learning? How can I help facilitate?
- Do you feel like you are getting opportunities to work on the kind of projects you want to be working on?
- Is there anything I can do to help improve your experience here?
- What do you want to be acknowledged for?
- What job related goals would you like to accomplish in the next 6 (12) months?

After, commit to follow up actions and a next meeting.

How to Prepare for a Feedback Conversation



Whether it's a performance issue or an annual review, giving difficult feedback can create stress and anxiety—even for experienced managers. Use this guide to get grounded, organized, and focused so your conversation is productive, respectful, and clear.

Step 1: Set Up the Meeting with Transparency

Why: Surprising someone with feedback can trigger defensiveness. Instead, set a clear, respectful tone upfront.

DO THIS:

- Schedule the conversation in advance.
- Share the topic and intention.
- Give the employee a chance to prepare.

SAY OR WRITE:

- "In our next meeting, I want to talk about how things have been going. I have a few areas I'd like you to work on. Please come prepared to reflect on what's working and what could be better."
- "Can we find time this week to talk? I have some observations I'd like to share and discuss with you."

IF THEY ASK,

"Did I do something wrong?" Be honest, without dramatizing:

"There are a few things I want you to work on. Let's go over them together when we meet."



Clear, direct feedback is a form of care. When you're honest and constructive, you signal to someone that they matter—that you believe they can grow, and you're committed to helping them do just that.

Step 2: Prepare a Clear and Organized Plan

Why: Clarity builds confidence and keeps you focused. The more you prepare, the smoother the conversation will go.

PREPARATION QUESTIONS:

- What is the goal of this conversation?
- What is my commitment to this person?

For each area of concern, prepare the following:

- What you're observing now
- Examples of the behavior
- Impact of the behavior (on you, the team, the org)
- What do you want to see going forward, and why
- An example of success
- How can you support them

Optional but helpful: Practice saying it out loud before your meeting. This helps you speak with clarity and calm under pressure.

Example 1: Phone Use at Work

- Observation: You often have your phone out while customers are in the store.
- Examples: I visited twice last week and each time, you didn't acknowledge me when I walked in.
- Impact: As the first point of contact, your attention shapes our customer experience.
- Future behavior: Please keep your phone off the floor—behind the counter or in the back.
- Support: I'm happy to talk about how to stay connected while following the policy.

Example 2: Disengagement in Meetings

- Observation: I've seen a shift in your interactions with the team.
- Examples: You've had your laptop out and made faces when others speak.
- Impact: Others have stopped speaking up. It's affecting team trust—including mine.
- Future behavior: I don't expect agreement, but I do expect respect. Please avoid the laptop and be aware of your reactions.
- Support: I'm here to support open conversations if something's bothering you.

Step 3: Show Up with Intention and Respect from the Start

Start the meeting by stating your purpose:

- “As I mentioned, I wanted to talk about a few things I’ve observed. My commitment is to help you grow and always know where you stand with me.”

During the conversation:

- Talk about behaviors—not personality traits.
- Focus more on what’s next than what went wrong.
- Signal partnership: “Here’s how I can support you...”

Before closing:

- Agree on next steps or follow-up actions.
- Schedule a time to check in on progress.

What is the goal of this conversation?

What is my commitment to this person?

For each area of concern, prepare the following:

What you’re observing now

Examples of the behavior

Impact of the behavior (on you, the team, the org)

What do you want to see going forward, and why, and what is an example of success

How can you support them

Team Norms

Building Trust, Clarity, and Connection



Why Norms Matter

Team norms are shared agreements that shape how we interact. They provide clarity, build psychological safety, and help everyone feel respected and aligned. When expectations are clear, trust grows—and your team can focus on what matters most.

Real-World Examples of when norms are not clear.

Have you ever:

- Joined a 9:00 a.m. meeting where one person arrived at 8:50, another at 9:10, and everyone thought they were on time?
- Agreed to respect life outside of work, but emails and texts kept coming 24/7?

Every team has norms—spoken or unspoken. The problem is we don't always share the same ones.

What Are Norms?

The Center for Creative Leadership defines norms as:
A set of rules or operating principles that shape team members' interactions.

Examples:

- We start meetings on time.
- We come prepared.
- We deliver on time—or communicate ahead if we won't.
- We speak directly to people when frustrated.

Most team
breakdowns
happen when
norms are
unclear or
inconsistent.

Reflect as a Team

Ask your team:

- What are our current norms—spoken and unspoken?
- Are there behaviors some people follow and others don't?
- What patterns are helping—or hurting—our effectiveness?
- Have we ever intentionally discussed the norms we want?

Start the Conversation

You don't have to tackle everything at once. You can have one dedicated norms meeting or break it up over time. Pick one topic to begin, such as:

- Time & Availability
- Communication Practices
- Meeting Behaviors
- Handling Frustrations and Disagreements
- How We Treat One Another

Sample Script to Kick Off a Norms Discussion:

"I've noticed we're sending emails at all hours. I've done it too. Let's talk about what works for us as a team and set some boundaries so we can all recharge."

Example Team Norm:

We Work During Work Hours

We're available via phone, chat, and email from 9 a.m. to 5 p.m. If someone chooses to work outside those hours, they delay-send messages or avoid expecting responses until the next workday.

You'll likely hear a range of preferences. The goal isn't to agree on everything—it's to agree on what you'll do as a team.

Make Norms Stick

Once you define your team's norms, help them stick by doing four things:

Live Them – Model the behaviors yourself.

Talk About Them – Share and post them in visible places.

Enforce Them – Reference the norms when reminders are needed.

Celebrate Them – Call out positive examples when norms are upheld.

10 Sample Team Norms to Consider Adopting

We start and end meetings on time.

Punctuality respects everyone's time and keeps us focused.

We assume positive intent and ask questions before reacting.

This helps prevent unnecessary conflict and fosters trust.

We clarify roles and responsibilities before starting a project.

We make sure everyone knows what's expected and who owns what.

We speak directly to each other when issues arise.

Feedback and concerns are shared with the person involved—not behind their back.

We aim for progress over perfection.

We prioritize action and learning over waiting for everything to be perfect.

We actively include quieter voices.

In meetings, we make space for everyone to contribute—not just the loudest.

We default to transparency.

We share information openly unless there's a clear reason not to.

We disconnect fully during time off.

We respect boundaries and don't expect replies during vacation or personal time.

We celebrate small wins regularly.

Acknowledging progress keeps morale high and reinforces what's working.

We give each other space to say "no" or "not yet."

We respect capacity and encourage realistic planning, not burnout.

Stronger Together

Simple ways to stay connected and work better together in uncertain times.

Christopher Littlefield




1

What were you doing 5 minutes before this meeting?

2

What made you smile recently?

3

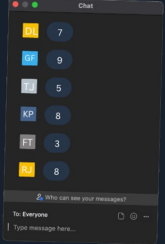
Pulse-Check Questions

Stop asking, "How is everyone doing?" Instead, try using a Pulse-Check question.

What is your energy level right now?
1 - Completely drained, to 10 - Fully charged!

How well do you feel you understand X ?
1 - Not at all, to 10 - Fully understand!

How are you feeling about your ability to keep up with everything at work and home?
1 - I feel like a sinking ship most days, to 10 - Full steam ahead!



4



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Stronger Together

Simple ways to stay connected and work better together in uncertain times.

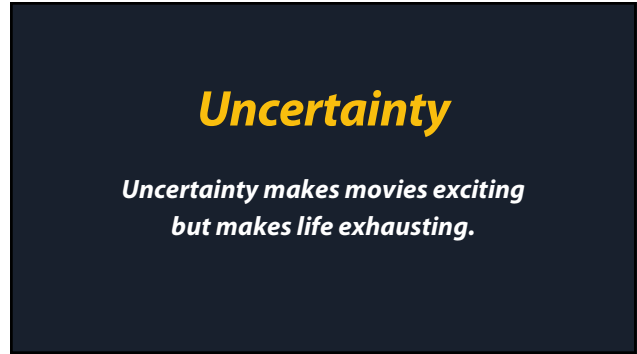
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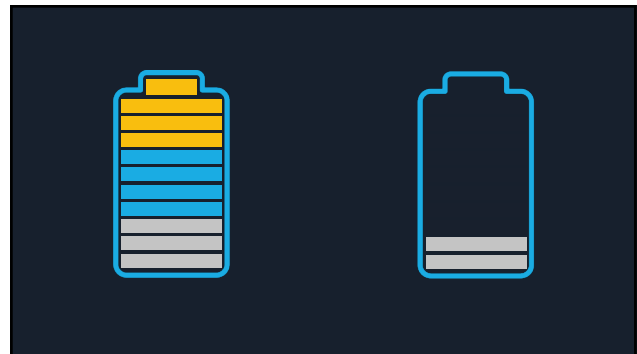
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8



9



10



11



12



*A belief that one will not be punished or humiliated for speaking up with **ideas**, **questions**, **concerns**, or **mistakes**, and that the team is safe for interpersonal risk-taking.*

— Amy C. Edmondson

Novartis Professor of Leadership and Management at the Harvard Business School.

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If we want to build relationships that helps us do our best work...

Psychological Safety

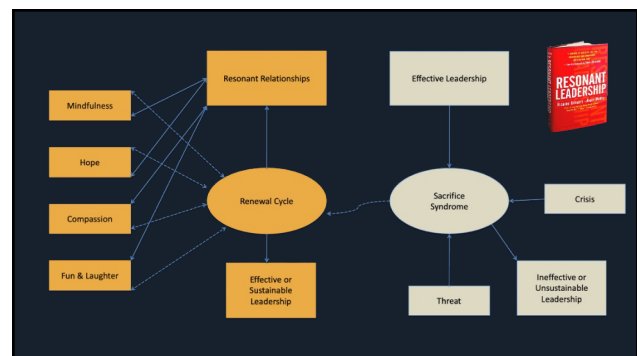
Strong Authentic Relationships

Seen, Heard, Valued

14



15



16

The Fantastic 5 Reflection!

What is...

1. One Thing You Accomplished?
2. One Person You Helped/Supported?
3. One Memorable Moment?
4. One Thing You Learned?
5. One Thing You Are Grateful For?

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Reflect

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Labels



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Learning Mission



Appreciation Through Understanding Exchange

Beyond Thank You

One of the most powerful ways to help people feel valued and appreciated is to make sure they feel truly understood—for who they are, what they contribute, and what it takes to do their job each day.

Take a few minutes to reflect on the questions below, then meet with one or two colleagues to share and discuss your answers. These conversations can happen in a team meeting, over coffee, or in a quick one-on-one.

The more we understand each other, the easier it is to build trust, avoid misunderstandings, and create workplaces where everyone can thrive.

- What do you enjoy most about your work?
- What does it take to do your job that nobody sees?
- The people you work best with understand what about you?
- What matters most to you right now—at work and at home?
- What is one thing you want to get better at in the year ahead?
- Anything else you want to share?

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How We Build It

21

What actions or behaviors leave you feeling valued at work?

What actions or behaviors leave people not feeling valued at work?



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Trust has
3
Drivers



Frances X. Frei

Professor of Management
Harvard Business School

Authenticity
I experience the real you



Logic
I know you can do it; your reasoning and judgment are sound

Empathy
I believe you care about me and my success

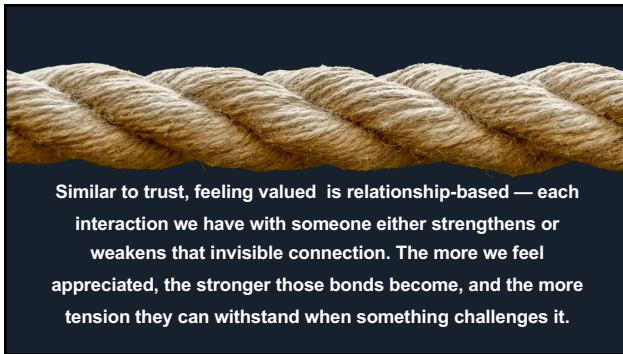
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Result

vs.

Status

24

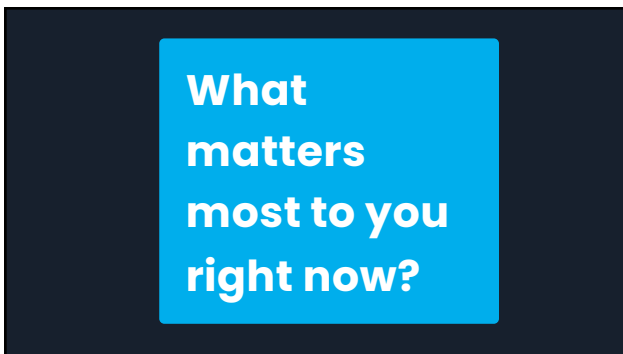


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Stronger Relationships
Every Day

- Ask Questions (“The Second Question”)
- Intentional Remembering
- Practice Impact Awareness
- Seek Feedback

26



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Knowing People

Past	Present	Future
• Personal Journey • Key Moments (+/-) • Strengths • How They Became Who They Are • Interests & Hobbies • How they work best	• What's on their plate? • What they are working on/Toward • Challenges they're facing, in and outside of work • What matters most to them right now • What they need to work at their best	• Dreams and Aspirations • Work and Personal Goals • Skills they want to develop • Their current level of hope about the future

Christopher Littlefield

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Stronger Relationships
Every Day

- Ask Questions (“The Second Question”)
- Intentional Remembering
- Practice Impact Awareness
- Seek Feedback

30



Name: Christopher Littlefield

Department: Training & Development

Location: Silver Spring, MD

LinkedIn Profile: [by Profile](#)

What one of projects do I love working on the most?

Leadership development, helping teams communicate better, and designing events that help people connect and grow.

People come to me when they have questions about...

People stop talking. I see it when they need to help people grow and remind leaders of the common sense things that are core to building relationships.

What is a talent or skill that people don't know you have?

Play capoeira, tried in the woods for two years, can get a first gig in any condition, and was a professional ski instructor

Favorite topics to discuss:

Human dynamics, travel, global politics, business growth—I love learning about how things and people work!

What I do to relax / for a laugh:

play capoeira, go out in the woods, go for bike rides with my daughter *Alex*, and watch *Jon Stewart* and *John Oliver*

What matters most to me right now is...

Spending time with my family, taking care of my mental and physical health, increasing my savings to I can retire at some point, and helping people have more meaningful conversations in the divided world.

What are the things that have you feel most appreciated at work?

When people ask for my input, include me, refer me to other clients, and share stories of great things happening at work.

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Stronger Relationships
Every Day

- **Ask Questions (“The Second Question”)**
- **Intentional Remembering**
- **Practice Impact Awareness**
- **Seek Feedback**

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Question Bank

Use the questions below to help you prepare for your Zoom meeting. You can use them as a starting point for your discussion, or you can use them to help you prepare for your presentation. You can also use them to help you prepare for your presentation.

Questions to Help Keep People on the Meeting

- 1. What are you doing today?
- 2. How long have you been working on this project? Are you having any trouble with it?
- 3. How do you feel about the project? Are you enjoying it?
- 4. How do you feel about the project? Are you enjoying it?
- 5. How do you feel about the project? Are you enjoying it?
- 6. How do you feel about the project? Are you enjoying it?
- 7. How do you feel about the project? Are you enjoying it?
- 8. How do you feel about the project? Are you enjoying it?
- 9. How do you feel about the project? Are you enjoying it?
- 10. How do you feel about the project? Are you enjoying it?
- 11. How do you feel about the project? Are you enjoying it?
- 12. How do you feel about the project? Are you enjoying it?
- 13. How do you feel about the project? Are you enjoying it?
- 14. How do you feel about the project? Are you enjoying it?
- 15. How do you feel about the project? Are you enjoying it?

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*For every hour of meeting time,
1/6 or 10 minutes should be used
for relationship building.*

*1 Hour Meeting = 10 Minutes
2 Hour Meeting = 20 Minutes
3 Hour Meeting = Inhumane!*

(Do not schedule 3 hour meetings!)

Every 6 Meetings: Talk About How You're Working Together!

34

Leading Better Meetings

- *Connection Before Content*
- *Set Norms*
- *Invite Input/Interaction*
- *Recognize Contributions*

👉 *One Breath Input*

👉 *Cup of Names*

👉 *Chat Feedback*

Q - Questions
C - Concern
I - Idea

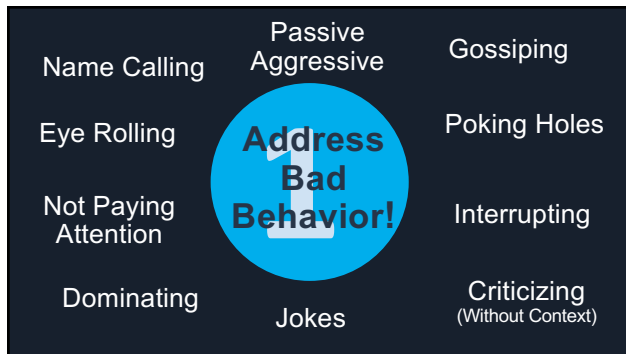
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Norms

A set of rules or operating principles that shape team members' interactions.

- We start and end meetings on time.
- We share the space/ invite quieter voices.
- We challenge ideas, not people.
- We assume positive intent and ask questions before reacting.

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Help support Meetings

- Support Norms
"How would you like us to participate today?"
- Encourage Sharing
"We have not heard from ____"
- Call Out Bad Behavior
"Ouch" "That was unnecessary."

38

Mistakes & Failures Learning Moments

39

Debriefs

25% Increase Team Effectiveness

Quick Debrief

- What happened?
- What worked/ wobbled?
- What will make next time better?

Amplify Learning!

- ✓ Intent to Learn
- ✓ Specific Events
- ✓ Multiple Info Sources
- ✓ Follow Up Actions

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The Work How We Work Together

10
1

41

Stay Conversations

Beyond Thank You

Most people have heard of the idea of an exit interview where you interview an employee about why they have decided to leave the company. All too often, the reason they are leaving could have been avoided if we had just taken the time to check in prior. A "Stay Conversation" is a simple check in with your employee every 2-3 months to see how things are going and if there is anything you can do to better support them.

Context: Remember, this is not a performance review, but an intentional check in to see how the employee's experience is going. Your job is to listen and understand their experience and identify ways to better support them.

Possible Stay Conversation Questions

- In general, how have things been going?
- What part of your job do you enjoy the most? The least?
- What has been your biggest challenge? How can I better support you with that challenge?
- Is there any feedback you would give to me on how to better support you overall?
- Is there anything you want feedback from me on?
- Do you feel like you are working and growing here? If no, what do you want to be learning? How can I help facilitate?
- Do you feel like you are getting opportunities to work on the kind of projects you want to be working on?
- Is there anything I can do to help improve your experience here?
- What do you want to be accomplished in the next 6-12 months?
- What job related goals would you like to accomplish in the next 6-12 months?

After: commit to follow up actions and a next meeting.

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Learning Mission



Appreciation Through Understanding Exchange

Beyond Thank You

One of the most powerful ways to help people feel valued and appreciated is to make sure they feel truly understood—for who they are, what they contribute, and what it takes to do their job each day.

Take a few minutes to reflect on the questions below, then meet with one or two colleagues to share and discuss your answers. These conversations can happen in a team meeting, over coffee, or in a quick one-on-one.

The more we understand each other, the easier it is to build trust, avoid misunderstandings, and create workplaces where everyone can thrive.

- What do you enjoy most about your work?
- What does it take to do your job that nobody sees?
- The people you work best with understand what about you?
- What matters most to you right now – at work and at home?
- What is one thing you want to get better at in the year ahead?
- Anything else you want to share?

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What are our Vitals?



Working With Each Other

Working Around Each Other

Working Against Each Other

What actions and behaviors are most important for maintaining a healthy culture?

What are the actions and behaviors that signal our vitals are dropping?

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Appreciation & Recognition

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Break Out GapTrap



DONE!

- Preparation for Break
- Leave Feedback to Client
- Wait for a while everything
- Get Personal off for with
- 3 kinds of Learning
- Take Strengths to Breakout
- Take to my friend
- Get ready of one a meeting
- Another Success Story
- Another Success Story

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Reflective Recognition (Inquiry Based)

You don't see 98% of what people do every day, so ask!

Invitation to Share:

"We haven't spoken in a while. What have you been working on? What are you proud of?"

Positive Probing:

"How were you able to do what you did? What did it take to make it happen?"

Reflect & Recognize:

"I love how you... Thank You!"

Why Reflective Recognition?

- People get recognized for what matters to them.
- No preparation needed.
- You learn about each other.
- It costs nothing!
- It helps people temporarily get present to their own progress and accomplishments.

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Appreciation Rituals



Small Victories!

What were some of your small victories this week?

Shout Outs!

Who on our team or another team helped you out this week?

3W

Weekly Debrief

Win – Small Win
Wall – Challenge You're Facing
Weekend – Plans for the Weekend

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If we're not building relationships,
they're breaking down.
**Do something every day to
show people you value them.**

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**Thank
You**

Stay in Touch
chris@beyondthankyou.com

20 Meeting Questions

Connect on
LinkedIn

in

Two QR codes are present: a blue one in the top right and a black one in the bottom right.

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