

MAKE A DETOUR

💡 Detours increase local knowledge!



Do you know that feeling of **FRUSTRATION** when it becomes clear that hard work has been in vain and ideas are being squandered?

Yep, disappointing! This feeling is definitely a huge **MOTIVATION KILLER**.

If we experience this too often, we will ask ourselves whether we are still doing the right thing. This is because we have a deep **need** to feel that our work is **worth** something.

As managers or colleagues who are **responsible** for others, it is important to minimize the ascension of this feeling in our people so so their work can continue to be **soulful**.

Meaningful workplaces derive from not only from the **individual perception**, but from the **concrete environmental feedback** that employees are doing something **meaningful**.

Why not initiate this feedback with „**appreciation days**“:

- 👉 Get your team together once per quarter.
- 👉 Each team member can explain their ideas, work steps and the results that were ultimately discarded.
- 👉 Do a round with these questions: What was the work good for anyway? How can we repurpose the ideas? What deeper local knowledge did this detour give us?

Appreciate ideas and how you got there!



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