

ENSOULED WORKING

What does this mean to you?



Soul cannot be decreed top-down. But elements of it emerge when courageous and curious people come together to **experiment** and are allowed to take **responsibility** for developing people and structures.

People often forget what you **said** and **did**, but they don't forget the **feeling** you gave them.

From our point of view, it is this feeling that either inspires or inhibits us from putting our whole heart and soul into making an organization successful. And we are convinced that there is a lot that can be done to make us feel encouraged and fulfilled.

For most people, this has a lot to do with psychological safety—being allowed to be exactly the person that satisfies us. We don't want to have to play a role and pretend; we want to **be real**.

If you have the opportunity to influence other people, give them **freedom** to try new things. And let them **trust** that they don't have to feel bad if it doesn't work out right away.



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