



The Buzz Factor - has your team got it?

Find the buzz factor rating for your organisation or your team by responding to the following statements. Ask everyone else to give it a go.

		 Not quite there yet	 Yes we have it
1	I feel welcomed every day I arrive at work. People smile, say hello, are interested in how you are.		
2	I look forward to going to work. I really enjoy my job, I like the people, I like the place.		
3	We have a good laugh at work. There's good humour and a sense of fun. People are friendly.		
4	The atmosphere is energised and uplifting. People are inspired and motivated.		
5	I feel alive when I'm at work. I have the freedom to express my talents and dreams. I feel appreciated for them.		
6	I feel accepted. I feel like I fit in. I'm respected and valued, people show respect for one another.		
7	People are supportive. We care about each other as human beings. We have time for one another.		
8	We trust one another to do great work. We care about what happens in this organisation.		
9	We go the extra mile. We take pride in this organisation's success and the part we play in that.		
10	We co-operate. We help each other out.		
11	The surroundings are upbeat. Our style and values show through.		
12	The energy is dynamic. People are proactive and purposeful.		
13	We communicate well. We talk. We listen. We are honest. Our views count.		
14	We collaborate. We share ideas and hunches.		
15	We use tension and conflict creatively. People are confident to address issues as they arise.		
16	We view risks and mistakes as learning and development. We bounce back and move on, applying what we learn.		
17	We feel informed. We make sure we keep on top of organisational news and developments.		
18	Everyone feels included. We look out for one another.		
19	We are open and receptive to different ways of viewing the world. We mix with other teams and organisations. We cross-fertilise ideas.		
20	There is a positive and optimistic approach to change. We believe in ourselves and our success.		

Suggestions for Boosting your Buzz Factor

- 1** Learn people's names. Make a point of looking pleased to see them. Take some time to listen to how they are.
- 2** Identify what energises you at work and what drains you. Finish the sentence *It would be better if...* 5 times for everything that drains you. Commit to taking some action, step by step, to improve things.
- 3** Start sharing things that made you laugh outside of work, on TV, socially, at home, something you read. Everyone. Listen. And share back.
- 4** Discuss what would give the place a lift. (*Absolutely no 'Yeah, but...s' allowed in this one.*) Everyone name something that inspires you, or could inspire you, about your work, what makes it meaningful. Work out how to make that happen.
- 5** Bring your heart and soul to work. Let others know what matters to you. Talk about what's important and how you can integrate that into the team for the good of the organisation.
- 6** Include one another.
Keep the banter but stop any hurtful jibes.
Say things you'd like to hear said sincerely.
- 7** Notice people and show your interest.
Say things like *How can I help?*
Anything I can do? And mean it.
- 8** Talk about the organisation. Are you all pulling in the same direction or going in circles? Find ways to pull together that raise the energy.
- 9** Compare notes. How and why do you over-deliver? And how does it feel when you do?
- 10** Share what you're stuck on (or with). Ask for help. Offer help. Remember to empower and enable, as an investment of time, not for someone else to do the job.
- 11** What are your values? How are you expressing them? How does your personal and organisational brand reflect this?
- 12** Talk about why you choose to do the job you do. Why is it important to you? What difference are you making? What would it take to get you jumping out of bed every morning to go to work?
- 13** Make time to listen. Keep your focus when talking and listening. Listen with your eyes and heart. Aim for a considered response, not a reaction.
- 14** Go sticky-note crazy. Take something worth developing. Each write 10 suggestions or ideas on 10 sticky notes. Display them all and nurture the precious discoveries.
- 15** Conflicts clarify our values and how we need to change. Catch them early and welcome them as opportunities for finding solutions. Explore them.
- 16** Openly share mistakes and find solutions together. That way everyone learns and grows as valued human beings, and, prevents the same mistakes recurring. No blame.
- 17** Take responsibility for what you need and like to know and agree ways of updating one another.
- 18** Participate, join in, make it easy for others to do the same. Recognise how each person you work with is significant for you and show appreciation, concern and kindness.
- 19** Get out more! Respond to invites. Network. Go to conferences and events. Connect and interact with others outside your team. Aim to bring something back to share that adds value.
- 20** For each change ask: What will we learn from this? What good will come from this? What solutions will we find?