

Reconnect and reinspire your team

Think of a time when your team was at its best. When they felt connected, energized, and focused. When they were inspired to deliver elevated results in ways that felt satisfying and joyful. When every person gave their all and wanted to stay a part of the team.

There's no one-size-fits-all approach to creating and maintaining this kind of team. The trick is to find and consistently practice mindsets and behaviors that help you reconnect, refuel, and replenish the team. To do that, you'll want to:

Use your role to model the way

Stay energized

Double down on routines and habits that keep you inspired, grounded, and vital. Doing so helps you be your best, and gives your team permission to do it, too.

Be fully human

Share your vulnerabilities, mistakes, learnings, and joys. Your self-disclosure makes you more approachable and helps the team build safe, authentic connections with you and each other.

Prioritize team health

In every interaction, listen for and learn about the team's current experience, then take action to make it better to help prevent issues before they happen.

Set clear expectations

Express your intentions for the team you want to cultivate. By clearly defining how you'll show up for the team and how you expect them to show up for each other, you build team trust.

Create strong bonds with each person

Get to know each person's story

Understand their motivations, strengths, and experiences. Feeling seen and known by you fosters a sense of safety, value, and belonging that allows them to meaningfully contribute.

Craft meaningful roles

Ensure each person feels inspired by their role and has the agency to deliver it. When they do, they'll demonstrate greater resiliency in the face of challenges.

Say thank you often

Find ways to regularly recognize each team member. Gratitude is one of the greatest motivators to help people get through tough times.

Demonstrate caring

Be attuned to each person's situation and needs, making it safe for them to say "I'm not OK" and practice self-care. Connect them to the resources your organization offers to support their wellness and mental health.

Nurture an open environment

Build an inclusive community

Create opportunities for connection and camaraderie. Knowing and accepting each other as whole people translates into team trust, support, and respect.

Practice radical candor

Create a safe space for candidly exchanging ideas, expectations, and feedback. This will encourage each person to share their best thinking, and be open about the support they need and can give.

Solve problems together

Find opportunities to collaborate on real work. By harnessing diverse ideas and experiences, they help each other see new possibilities, feel part of something bigger, and find the best way forward.

Clarify team norms

Be intentional about how the team works together, grows from mistakes and setbacks, flags issues, and takes care of each other. Being clear inspires a willingness to do new, challenging things.

Uplevel your team's ability for impact

Connect with those you serve

Getting out and interacting with the people your team impacts can shift their perspective and inspire them to do more.

Declare your future

Write a story articulating the future the team wants to create together. By imagining the unique impact they'll make and the team they'll become, they'll be united and energized to make it happen.

Get laser focused

Relentlessly prioritize and reprioritize what's most important to get done now. Having the courage to adjust course as things change and say "no" when needed is critical to sustaining healthy team performance.

Celebrate along the way

Create moments to celebrate and have fun along the way. Experiencing joy together and taking pride in the small wins and big accomplishments keeps the team going no matter what happens.



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