



From SURVIVE to THRIVE

Your how-to guide for a cracking 2023

OK, you've had a tough year but you've made it! That's because you are pretty dang amazing and you deserve a better year in 2023. Here's a simple guide on how to make that happen, from your friends at Squadify.

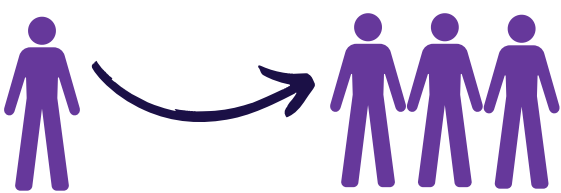
How you survived 2022

How to thrive in 2023

1

ME

You've probably had to focus on yourself this year just to make it through. Get your job done and work with others as you need to.



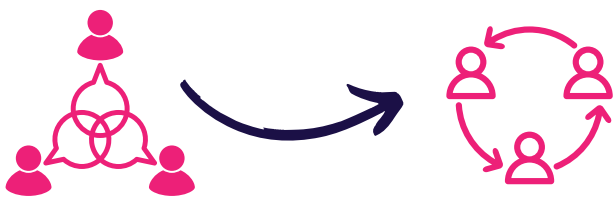
WE

The key to thriving in the hybrid world of work is the people around you – your team. This is where you get human connection, support, challenge and diversity of thought. Nurture the mindset of someone who gets things done with others and good things will follow.

2

USING TECHNOLOGY TO COMMUNICATE

Zoom, Teams, email, Slack – you've mastered all of them and kept the show on the road.



USING TECHNOLOGY TO COLLABORATE

Now you need to take it to the next level. Tech has so much to offer teams in the way they work together. Use virtual post-it notes to hear everyone's ideas. Use polls to vote on options. Use a Kanban to give your team execution refreshing transparency and speed.

3

FOCUSING ON WHERE TO WORK

This suddenly became very important and – like 'casual Friday' in the 90s – prompted a tsunami of rules from the top on what people are allowed to do. Such fun.

FOCUSING ON HOW TO WORK

This year, you are going to focus on what actually matters: how we are going to work together. Get your Clarity, Climate and Competence right and you will achieve more. That's science. (And the 'where' will be obvious too!)

WHERE vs HOW

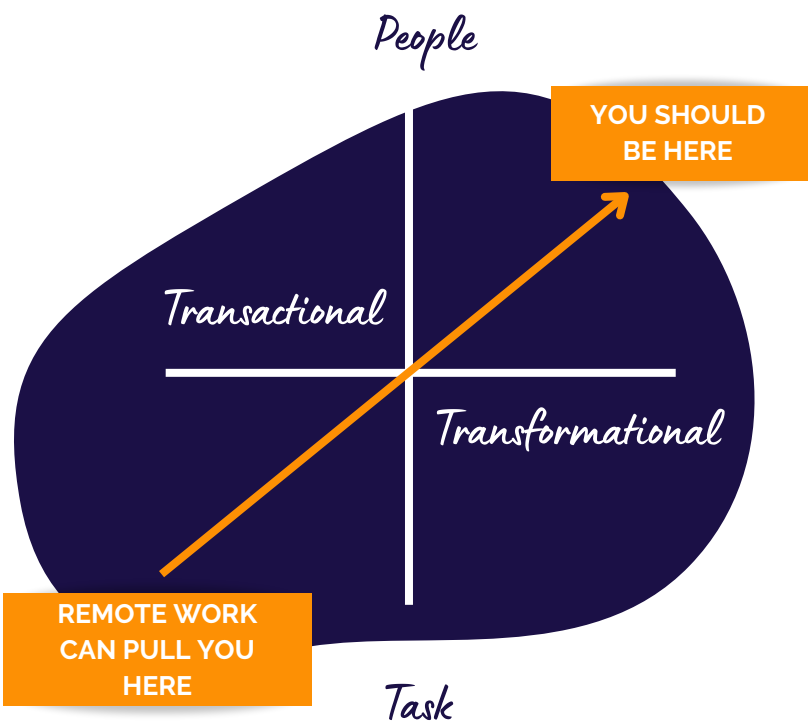
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TASK AND TRANSACTION FOCUS

No guide would be complete without a 2x2 matrix. This one has an axis going from task to team and the other from transactional to transformation. 2022 dragged us to task and transaction – a classic survival strategy.

TEAM AND TRANSFORMATION FOCUS

To thrive, you and your team need to spend more time in the opposite quadrant. Focusing on how you work together to do cool stuff. Talk together and plan a big goal and then agree how you'll connect to get it done.



5

COMMUNICATION = EMAILS + CHAT + MEETINGS

You've handled thousands of emails and even used the words 'back-to-back' about your meeting schedule. You deserve a break. And a reset.



COMMUNICATION = WHATEVER WORKS

Meetings are awesome but only if it should be a meeting. What can you achieve with other approaches? Send a video and capture comments. Use voice notes for those quick messages. Time-saving and packed with personality!

6

KEEPING UP WITH EVENTS

You've moved at speed and done pretty well at keeping up with events. Nice work!

KEEPING UP vs BEING INTENTIONAL

BEING INTENTIONAL

Next year, everything is about making conscious choices. Sounds obvious but if we are going to thrive, we first have to feel in charge.

7

MAINTAINING RELATIONSHIPS

You've stayed across all your stakeholders, you've connected frequently with your team mates. Not easy when the average team has about 50 one-to-one connections.



DEEPENING RELATIONSHIPS

If you are going to really thrive, you will need to build psychological safety and that will mean getting to know each other at a deep level. You do that by sharing emotions (not just tasks) so get in there and share a bit more!

8

DEALING WITH OVERWHELM

There is so much going on and the demands are getting greater. Most of us have felt overwhelm this year and we've handled it. We've done the big things and kept the smaller things at bay.



SMALL HABITS, BIG RESULTS

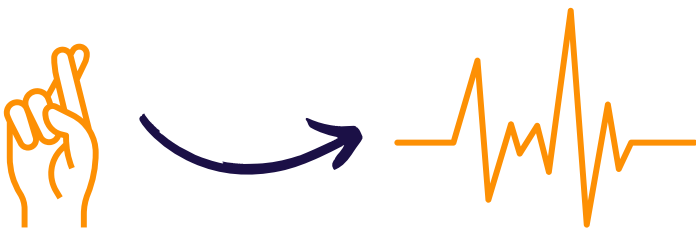
James Clear points out that doing 1% better every day from January 1st will make us almost 38 times better by 31st December.

So don't get overwhelmed, just start. Then create the conditions for you and your team to keep going.

9

HOPING THE TEAM IS OK

You've paid attention to your team, you've checked in, asked for feedback, done things differently. But do you really know what's happening and what you need to improve?



REGULAR TEAM HEALTH CHECKS

You've got this far so we're friends, right? So you won't mind some selfless promotion. Seriously, Squadify gives you a read out on your teamwork by hearing from everyone and gives you focused action to continuously improve. Use MS Teams? You can try it for free there.

Finally, you're not alone! Drop us a line if you need any help and we'll do what we can. We will be busy planning our own thriving year and we'd love you to be part of it!

