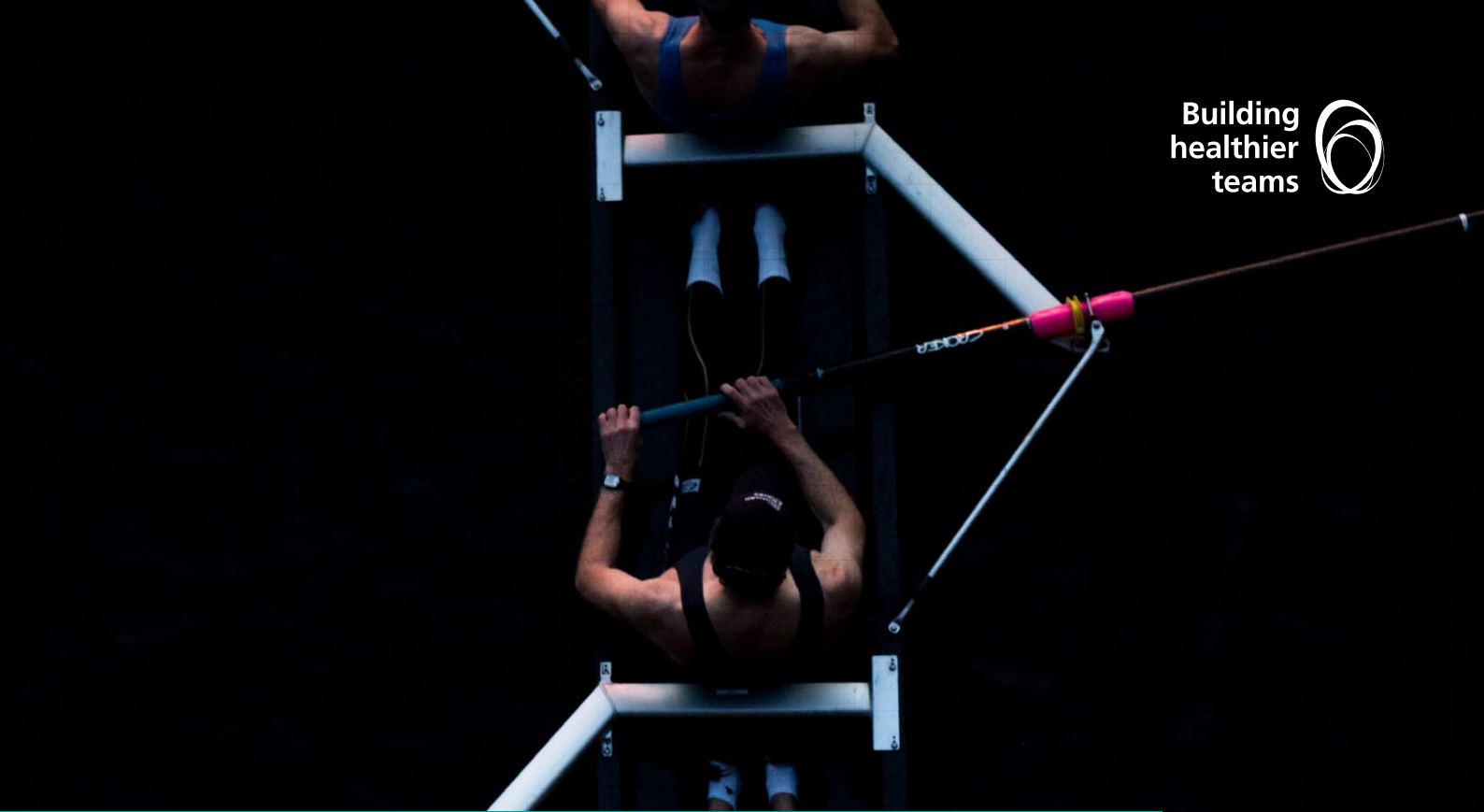


# Lead Your Team

Good Practice | Little Book of Nudges



Find a way to talk to each of the people in your team this month, either individually or in group.

It's a real challenge with everything that's going on...  
which is why it's so important.

Ask them 3 simple questions:

- **Where are we now as a team and how effectively are we working?**
- **How are you / how are you feeling?**
- **Where do we want / need to be as a team?**



If you have decent conversations to consider these questions, the answers will give you some really helpful information, which will fall into four key categories for the year ahead:

## **Maintain**

What's going well  
that we need to continue?

## **Improve**

What's not going so well  
that we need to do better in?

## **Change**

What do we need  
to change completely?

## **Behave**

How do we need to think, behave and operate  
in order to make that happen?





It's really simple but pretty useful.

**Each category will give you an action plan.**

You can then share the plan with your team so that everyone knows the answers and the direction of travel for the year ahead.





Alongside the plan, make sure to **celebrate all of your successes** as they track out through the year.

Recognise individual contribution and let people know when they've made a difference.

**Thank them specifically and notice the impact it has on them** e.g. 'When you did that, it had this impact on me (and others) which was really positive, so thank you - it made a difference to all of us...'

It won't take you long but it'll help you  
**start the year right.**

Make contact with everyone in your team.

3 questions.

**Maintain**  
**Improve**  
**Change**  
**Behave**

A little bit of focus now, that might just  
take you a long way...