

# THE 7 CORE FACTORS OF CULTURE



The 7 Core Factors of Culture™ are more than yardsticks to measure engagement levels within your organization.

## They are guideposts for leading at a higher level.

When you lead at a higher level, your culture will begin to transform. Before your eyes, you'll start to witness your team members' body language and behavior change. They will share with you and others that things feel different. Contagious enthusiasm will spread like wildfire. No longer will going to work be a "got to" it'll be a "get to."

So, how does this calendar work? (Glad you asked)

Each day we inspire you to take action on The 7 Core Factors of Culture™. The 7 Core Factors of Culture™ are: Resources, Stress, Trust, Leadership, Meaning, Connection, and Congruence. Some ideas within the core factors may or may not be a fit for your organization. That's okay; skip those days. However, we ask that you keep an open mind if you feel the reluctance to try something new. Who knows? It may be the activity or gesture that motivates and encourages your team the most!

One last tip, make activity involvement voluntary. Authentic engagement is much more effective than forced engagement.

*Finally, share the love! If your team benefits from an activity, pass it along to your colleagues; we're better together.*



### Calendar

S	M	T	W	T	F	S	
	1	2	3	4	5	6	
	7	8	9	10	11	12	13
14	15	16	17	18	19	20	
21	22	23	24	25	26	27	
28	29	30	31				



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
28	29	30	31	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31



# JANUARY 2021

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31	1	2	3	4

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
27	28	29	30	31	New Year's Day 1 Jan	2
3	<b>STRESS</b> Share your yearly vision with your team.	<b>TRUST</b> Administer a behavioral assessment (eg: DISC, Platinum Rule or MBS) to build self-awareness.	<b>LEADERSHIP</b> Create a coaching conversation cadence with your managers.	<b>MEANING</b> Buy and begin reading a daily mindfulness book.	<b>CONNECTION</b> Utilize open book management.	4
10	<b>CONGRUENCE</b> Fill out a 9-box performance potential chart of your team.	<b>RESOURCES</b> Schedule guest speakers for the year.	<b>STRESS</b> Start a gratitude journal.	<b>TRUST</b> Seek outside help or a coach to overcome any of your personal blind spots.	<b>LEADERSHIP</b> Start a book club with your high potentials.	16
17	Martin Luther King Jr. Day	<b>CONNECTION</b> Solve a weekly riddle.	<b>CONGRUENCE</b> Develop a "Contact Contract". Decide which form of communication is most appropriate, and when.	<b>RESOURCES</b> Find a new podcast to learn from.	<b>STRESS</b> Send out your Q1 Employee Engagement Survey.	23
24	<b>TRUST</b> Serve someone else's interests today.	<b>LEADERSHIP</b> Create an energizer team to cultivate culture.	<b>MEANING</b> Join a non-profit board.	<b>CONNECTION</b> Anchor meetings in time: Daily Huddle, Weekly Tactical, Monthly Strategic, Quarterly Operating Review.	<b>CONGRUENCE</b> Based on your Q1 Survey results, identify a keystone change.	30
31	1 Feb	2	3	4	5	6





# FEBRUARY 2021



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
31	<p><b>RESERVATION</b> Book reservations to a conference.</p> <p>1</p>	<p><b>STRESS</b> Develop a stress management team.</p> <p>2</p>	<p><b>TRUST</b> Take actions that show a genuine concern for others.</p> <p>3</p>	<p><b>LEADERSHIP</b> Invest in your manager's development, is there a training or workshop that would help them gain competency?</p> <p>4</p>	<p><b>MEANING</b> Support a black owned business for Black History Month.</p> <p>5</p>	6
7	<p><b>CONNECTION</b> Celebrate birthdays featuring a "spin the wheel" with prizes.</p> <p>8</p>	<p><b>CONGRUENCE</b> Audit your technology. What's working? What's not?</p> <p>9</p>	<p><b>RESOURCES</b> Give your team flexible lunch times.</p> <p>10</p>	<p><b>STRESS</b> Bring in your favorite tea to the office.</p> <p>11</p>	<p><b>TRUST</b> Use the word "we" more and "I" less.</p> <p>12</p>	13
14	<p><b>LEADERSHIP</b> Leave a hand-written note in the workspace of the person whose effort stood out today.</p> <p>15</p>	<p><b>MEANING</b> Volunteer at a nonprofit.</p> <p>16</p>	<p><b>CONNECTION</b> Celebrate work anniversaries with a handwritten note and gift card.</p> <p>17</p>	<p><b>CONGRUENCE</b> Manage by walking around today. Target easy to solve problems and deliver.</p> <p>18</p>	<p><b>RESOURCES</b> Audit your learning and development work. How well are you adhering to the 70/20/10 benchmark?</p> <p>19</p>	20
21	<p><b>STRESS</b> Smile!</p> <p>22</p>	<p><b>TRUST</b> Have you offended anyone lately? Give them a sincere apology.</p> <p>23</p>	<p><b>LEADERSHIP</b> Host a lunch and learn.</p> <p>24</p>	<p><b>MEANING</b> Donate your skills.</p> <p>25</p>	<p><b>CONNECTION</b> Start a community jigsaw puzzle.</p> <p>26</p>	27
28	1 Mar	2	3	4	5	6





# MARCH 2021



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
28	<p><b>CONGRUENCE</b> Discourage the notion that overwork is better work.</p> <p>1</p>	<p><b>RESOURCES</b> Coordinate a "Live a Day in the Life" opportunity for employees to experience other jobs within your organization.</p> <p>2</p>	<p><b>STRESS</b> Sneak in some meditation into your workday.</p> <p>3</p>	<p><b>TRUST</b> Measure psychological safety. Ask this question in your survey, "I won't receive retaliation or criticism if I admit an error or make a mistake."</p> <p>4</p>	<p><b>LEADERSHIP</b> Show your appreciation to your team.</p> <p>5</p>	6
7	<p><b>MEANING</b> Read a meditation for beginner's blog.</p> <p>8</p>	<p><b>CONNECTION</b> Write a letter to the family of a team member putting in a lot of work.</p> <p>9</p>	<p><b>CONGRUENCE</b> Check in with your team's work hours. Ensure work hour alignment is a match.</p> <p>10</p>	<p><b>RESOURCES</b> Create a learning experience fund.</p> <p>11</p>	<p><b>STRESS</b> Bring in a fruit tray instead of donuts.</p> <p>12</p>	13
14	<p><b>TRUST</b> Send your best customer a bottle of wine.</p> <p>15</p>	<p><b>LEADERSHIP</b> Invite front line employees to executive meetings.</p> <p>16</p>	<p><b>MEANING</b> Carve out some time to be creative: paint, write, build, draw, dream.</p> <p>17</p>	<p><b>CONNECTION</b> Assist your team in discovering their signature strengths.</p> <p>18</p>	<p><b>CONGRUENCE</b> Seek some honest feedback from loving critics.</p> <p>19</p>	20
21	<p><b>RESOURCES</b> Consider switching to a ROWE, results only work environment.</p> <p>22</p>	<p><b>STRESS</b> Substitute Teacher Manager Day: Watch a funny movie together as a team.</p> <p>23</p>	<p><b>TRUST</b> Showcase the great work that goes on behind the scenes at your all company meetings.</p> <p>24</p>	<p><b>LEADERSHIP</b> Send a motivational email to your team.</p> <p>25</p>	<p><b>MEANING</b> Start an end of the day journal. Capture lessons learned and celebrations.</p> <p>26</p>	27
28	<p><b>CONNECTION</b> How is your onboarding process? Refine and improve where necessary.</p> <p>29</p>	<p><b>CONGRUENCE</b> List 3 ways you lead by example. Who on your team follows your example and how?</p> <p>30</p>	<p><b>RESOURCES</b> Offer start time windows instead of hard starts.</p> <p>31</p>	1Apr	2	3



MARCH 2021



# APRIL 2021

MAY 2021



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
28	29	30	31	1 STRESS Is your sleep schedule healthy? Recalibrate today.	2 TRUST Be specific and anecdotal in your praise. Don't just say, "great work", explain in detail what things made the work noteworthy.	3
4 LEADERSHIP Participate in your onboarding process. Take new hires to lunch or give a meaningful talk.	5	6 MEANING Engage in "shadow work". Make time to acknowledge and address your deepest, darkest parts.	7 CONNECTION Showcase a personal highlights reel of when your team was at their best.	8 CONGRUENCE What behaviors do you expect of your team that you as a leader need to step up?	9 RESOURCES Allow shift swapping with manager approval.	10
11 STRESS Send out your Q2 Pulse Survey	12	13 TRUST Give a mini gift for outstanding performance. (Ideas: gift cards, tickets to a movie or concert)	14 LEADERSHIP Incentivize revenue generating ideas. Provide a percentage of sales or bonus for cost savings.	15 MEANING Practice excellence in whatever you do, wherever you go, whoever you're with in your day to day life.	16 CONNECTION Play a Connect Four tournament with your team.	17
18 CONGRUENCE Remind your team of your open-door policy.	19	20 RESOURCES [Although we prefer 6-hour workdays] Offer a compressed week, 10-hour days for an extra day off.	21 STRESS Spring clean your office. Keep only the things that spark joy.	22 TRUST Stop gossip in its tracks. Turn unconstructive conversations about others into a problem-solving session.	23 LEADERSHIP Support your community by donating to local non-profits.	24
25 MEANING Meaningfulness is not always a positive experience. Find respite in challenging times.	26	27 CONNECTION Help someone with their work.	28 CONGRUENCE Activate core values when coaching, giving feedback, and recognizing your team.	29 RESOURCES Add media to your meeting from an expert.	30 STRESS Bring in a yoga instructor.	1 May



APRIL 2021

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
28	29	30	1	2	3	
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	



# MAY 2021

JUNE 2021

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	1	2	3

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
25	26	27	28	29	30	1
2	<b>TRUST</b> Be a role model of your company's values and guiding principles.	<b>LEADERSHIP</b> Email your team a monthly personal video update.	<b>MEANING</b> Give a paid day off after a peak performance moment.	<b>CONNECTION</b> Take your team bowling.	<b>CONGRUENCE</b> Audit your hiring process. Add questions that illuminate core values.	8
9	<b>RESOURCES</b> Is there anyone ready, willing and able to be coached on your team? Hire one for them.	<b>STRESS</b> Encourage exercise both on-site and off-the-job.	<b>TRUST</b> Follow through on the things you said you'll do.	<b>LEADERSHIP</b> After each event ask your team to rate it 1-10. If there's a big disparity in the scores, discuss it.	<b>MEANING</b> Send a gift basket to someone who recently delighted a customer.	15
16	<b>CONNECTION</b> Buy lunch for someone putting in extra effort.	<b>CONGRUENCE</b> Celebrate someone who's embodied your organization's core values.	<b>RESOURCES</b> Allow time for employees to connect with leaders within and outside your organization.	<b>STRESS</b> Decompress for 5 minutes after work.	<b>TRUST</b> If someone gives you credit but the output was someone else's contribution, mention it.	22
23	<b>LEADERSHIP</b> Remember, leaders eat last.	<b>MEANING</b> When you hit a major milestone, throw a party! Invite a DJ and bring in food.	<b>CONNECTION</b> Have a scavenger hunt.	<b>CONGRUENCE</b> Are there activities that you need to say no to? Start saying no today.	<b>RESOURCES</b> Audit your peak times. Consider hiring someone part-time or an intern to fill the void.	29
30	Memorial Day	1Jun	2	3	4	5





# JUNE 2021



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
30	31	<b>TRUST</b> Add citations and sources whenever possible. <p style="text-align: right;">1</p>	<b>LEADERSHIP</b> Manage conflict right away. Unaddressed conflict can quickly spread, damage relationships and lower morale. <p style="text-align: right;">2</p>	<b>MEANING</b> Debrief the valley to peak experience. Uncover what it took the reach the milestone. <p style="text-align: right;">3</p>	<b>CONNECTION</b> Have an ice cream social. <p style="text-align: right;">4</p>	5
6	<b>CONGRUENCE</b> Invite family members to the office. <p style="text-align: right;">7</p>	<b>RESOURCES</b> When the time is right, have a "what's stuck meeting". <p style="text-align: right;">8</p>	<b>STRESS</b> Detox from social media. Delete all social media apps for a week. <p style="text-align: right;">9</p>	<b>TRUST</b> Don't try to fake knowledge. People will see right through you. <p style="text-align: right;">10</p>	<b>LEADERSHIP</b> Improve your emotion regulation by using the Opposite Action strategy. (eg if you feel like yelling, talk quietly) <p style="text-align: right;">11</p>	12
13	<b>MEANING</b> How are you helping your colleagues achieve their goals? <p style="text-align: right;">14</p>	<b>CONNECTION</b> Send a text fortune cookie. Share an affirmation with each of your team members. <p style="text-align: right;">15</p>	<b>CONGRUENCE</b> Bring in an outside consultant to do a team building exercise. <p style="text-align: right;">16</p>	<b>RESOURCES</b> Use "how might we" when problem solving. <p style="text-align: right;">17</p>	<b>STRESS</b> Take a lunchtime walk. <p style="text-align: right;">18</p>	19
20	<b>TRUST</b> Sharpen your planning, performance evaluation and delegation skills. <p style="text-align: right;">21</p>	<b>LEADERSHIP</b> What leadership book are you reading? Working on your leadership skills will make you a better leader. <p style="text-align: right;">22</p>	<b>MEANING</b> How are you hindering your teams progress? <p style="text-align: right;">23</p>	<b>CONNECTION</b> Fill a jar of compliments from the team and give it to a colleague. <p style="text-align: right;">24</p>	<b>CONGRUENCE</b> Highlight someone who's recently lived out your organization's values. <p style="text-align: right;">25</p>	26
27	<b>RESOURCES</b> Does your team know "why" you do the work you do? Share a reminder. <p style="text-align: right;">28</p>	<b>STRESS</b> Take a course in something you've always wanted to learn. <p style="text-align: right;">29</p>	<b>TRUST</b> Be honest with yourself about what you know and don't know. <p style="text-align: right;">30</p>	1Jul	2	3



JUNE 2021

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
30	31	1	2	3	4	5
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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	1,4	2	3



# JULY 2021

AUGUST 2021

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31	1,5	2	3	4

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
27	28	29	30	1 LEADERSHIP Attend a conference that will help you grow.	2 MEANING How might you be contributing to your least enjoyable work relationship?	3
4	5 CONNECTION Assemble a quest team when a complex problem needs solving.	6 CONGRUENCE Find a recent ethics violation in the news. Have a discussion about it with your team.	7 RESOURCES Clarify what a win looks like.	8 STRESS Bring in flowers for your team.	9 TRUST Include front line employees on your strategy meetings.	10
11	12 LEADERSHIP Make space during your week for thinking and vision casting.	13 MEANING How could you have been more effective in a recent meeting?	14 CONNECTION Host bingo night.	15 CONGRUENCE Create values cards for your organization.	16 RESOURCES Reinforce collaboration. Celebrate the people working well together.	17
18	19 STRESS Send out your Q3 Diagnostic Survey	20 TRUST Share strategy in common language so everyone can make better and more informed decisions.	21 LEADERSHIP Fill your mind with positive inputs (webinar, comedy station, music, podcast)	22 MEANING Schedule reflection time after work, commit to it and keep it.	23 CONNECTION Set diversity and inclusion goals and track data.	24
25	26 CONGRUENCE What's each person on your team's sweet spot? Leverage those strengths.	27 RESOURCES Develop a peer recognition program.	28 STRESS Take one positive experience from the past 24 hours and spend two minutes writing about the experience.	29 TRUST "Clear is kind, unclear is unkind." – Brene Brown. Before initiating any communication, ask yourself, "What am I trying to accomplish?"	30 LEADERSHIP Identify your urgent versus important task.	31



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
27	28	29	30	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31



# AUGUST 2021

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
27	28	29	30	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	1 Oct

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	<p><b>RESOURCES</b> Share a story or positive memory from last month.</p> <p>1</p> <p>2</p>	<p><b>STRESS</b> Have your team share photos of their happiest moments.</p> <p>3</p> <p>4</p>	<p><b>TRUST</b> Ensure your expectations are attainable.</p> <p>5</p> <p>6</p>	<p><b>LEADERSHIP</b> Have you made your commitments today? If any are outstanding resolve it right away.</p> <p>7</p> <p>8</p>	<p><b>MEANING</b> Clarify your organization's purpose to your team. Bring it up in every decision and problem the team is facing.</p> <p>9</p> <p>10</p>	
	<p><b>CONNECTION</b> Who is overloaded right now? Help by picking up one of their tasks.</p> <p>8</p> <p>9</p>	<p><b>CONGRUENCE</b> Is anyone not rowing in the same direction as the team? Assist them in getting back on course.</p> <p>10</p> <p>11</p>	<p><b>RESOURCES</b> Celebrate any milestones you've reached so far.</p> <p>11</p> <p>12</p>	<p><b>STRESS</b> Buy essential oils and have them on hand at the office.</p> <p>12</p> <p>13</p>	<p><b>TRUST</b> Practice deep listening: Be fully present, understand their point of view without butting in, be willing to learn.</p> <p>13</p> <p>14</p>	
	<p><b>LEADERSHIP</b> Re-read the behavior styles reports of your team members. Begin adapting where necessary.</p> <p>15</p> <p>16</p>	<p><b>MEANING</b> In your next 1 on 1, find out if your team views their role as a: job, career, or calling.</p> <p>17</p> <p>18</p>	<p><b>CONNECTION</b> Is anyone struggling with self-confidence on your team? Express appreciation for their work and demonstrate you value them.</p> <p>18</p> <p>19</p>	<p><b>CONGRUENCE</b> Quiz your team, "What's a way you've lived out the organization's values this week?"</p> <p>19</p> <p>20</p>	<p><b>RESOURCES</b> Considering empowering your employees with a customer experience enhancement budget.</p> <p>20</p> <p>21</p>	
	<p><b>STRESS</b> Is anyone putting in unsustainable hours? Coach them on ways to throttle down.</p> <p>22</p> <p>23</p>	<p><b>TRUST</b> Make honesty a promotion worthy attribute.</p> <p>23</p> <p>24</p>	<p><b>LEADERSHIP</b> Seek feedback from your team. What areas are you doing well? What is an area of improvement for you?</p> <p>24</p> <p>25</p>	<p><b>MEANING</b> Visualize the end product of your work. Identify how your effort might positively impact someone else.</p> <p>25</p> <p>26</p>	<p><b>CONNECTION</b> Have a boardgame tournament.</p> <p>26</p> <p>27</p>	
	<p><b>CONGRUENCE</b> Make a dictionary of shared vocabulary.</p> <p>29</p> <p>30</p>	<p><b>RESOURCES</b> Thank your most loyal customers in a special way.</p> <p>30</p> <p>31</p>				
			1Sep	2	3	4



AUGUST 2021



# SEPTEMBER 2021

OCTOBER 2021



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	
29	30	31	<b>STRESS</b> Ensure you're getting enough sleep. Only 1-3% of the population can sleep 5-6 hours without a performance drop-off. <b>1</b>	<b>TRUST</b> Encourage honesty by continually asking for feedback. <b>2</b>	<b>LEADERSHIP</b> Anticipate what your team needs to perform higher. What obstacles can you remove from their way? <b>3</b>	4	
5	Labor Day	6	7	8	9	10	11
12	13	14	15	16	17	18	
19	20	21	22	23	24	25	
26	27	28	29	30	1Oct	2	





# OCTOBER 2021



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
26	27	28	29	30	TRUST When you admit a mistake you don't erode trust, you build it. 1	2
3	LEADERSHIP Clean your desk! 4	MEANING What impact do you want to create in your career? 5	CONNECTION Create a peer recognition award. 6	CONGRUENCE Develop an employee handbook that defines acceptable and unacceptable behavior. 7	RESOURCES Ensure everyone has a well-lit work space. 8	9
10	STRESS Send out your Q4 Pulse Survey 11	TRUST Identify similarities with the people you don't have harmony with. 12	LEADERSHIP Give a book you've recently read to someone on your team. 13	MEANING Positive interactions increase good feelings, increase morale, and improve work satisfaction. 14	CONNECTION Have a scratch off ticket day. 15	16
17	CONGRUENCE Share success stories that have happened recently. 18	RESOURCES Sign up for the best communication platforms. 19	STRESS Provide support systems for people showing signs of mental health issues. 20	TRUST Where can you increase in consistency? 21	LEADERSHIP Commit to not complaining for the entire day. 22	23
24	MEANING Positive interactions increase good feelings, increase morale, and improve work satisfaction. 25	CONNECTION Call an impromptu meeting and have everyone share praise for someone else's contributions to the team 26	CONGRUENCE Audit your internal communications strategy. 27	RESOURCES What technology does your team need to operate more efficiently? 28	STRESS Identify work stressors and determine if they are isolated to certain departments. 29	30
31	1Nov	2	3	4	5	6



OCTOBER 2021

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 Oct	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	1 Nov	2	3	4	5	6



# NOVEMBER 2021

DECEMBER 2021

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
31	<p><b>TRUST</b> Get organized so that you don't break commitments.</p> <p>1</p>	<p><b>LEADERSHIP</b> Write a review and recommendation for your favorite vendor.</p> <p>2</p>	<p><b>MEANING</b> Healthy interactions start by accepting others. Accepting others starts with accepting yourself.</p> <p>3</p>	<p><b>CONNECTION</b> Record meetings and share with those who are unable to attend.</p> <p>4</p>	<p><b>CONGRUENCE</b> Establish S.M.A.R.T. Goals.</p> <p>5</p>	6
7	<p><b>RESOURCES</b> Upgrade your internet to the fastest speeds available.</p> <p>8</p>	<p><b>STRESS</b> Notice signs of stress: eye contact, facial expressions and body positions.</p> <p>9</p>	<p><b>TRUST</b> Always tell the truth.</p> <p>10</p>	Veterans Day	<p><b>MEANING</b> Link your teams' personal goals to organizational goals.</p> <p>12</p>	13
14	<p><b>CONNECTION</b> Have an afternoon field trip to go hiking, kayaking or lawn bowling.</p> <p>15</p>	<p><b>CONGRUENCE</b> Remind your team of their core purpose.</p> <p>16</p>	<p><b>RESOURCES</b> Stay hydrated. Bring water to meetings.</p> <p>17</p>	<p><b>LEADERSHIP</b> Build a library of books for your team to borrow.</p> <p>18</p>	<p><b>TRUST</b> Promote others rather than yourself.</p> <p>19</p>	20
21	<p><b>LEADERSHIP</b> Build a library of books for your team to borrow.</p> <p>22</p>	<p><b>MEANING</b> Involve your employees in next year's goal setting process.</p> <p>23</p>	<p><b>CONNECTION</b> At the end of your team's projects have them present their work to the other departments.</p> <p>24</p>	Thanksgiving	<p><b>RESOURCES</b> Create a wellness award for employees who are demonstrating an active and healthy lifestyle.</p> <p>26</p>	27
28	<p><b>STRESS</b> Establish goals based on historical data, external and internal data.</p> <p>29</p>	<p><b>TRUST</b> How's your reliability? If it's lagging, make strides to improve.</p> <p>30</p>	1 Dec	2	3	4





# DECEMBER 2021



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
28	29	30	LEADERSHIP Make a bucket list for the upcoming year. 1	MEANING Create a culture of continuous feedback. 2	CONNECTION Donate to a high performer's favorite charity. 3	4
5	CONGRUENCE Conduct a Motivators assessment. 6	RESOURCES Add a handwritten note to cash gifts. 76% of people keep handwritten notes. 7	STRESS Create personalized development journeys for your team. 8	TRUST Take a moment to consider the impact your team has made this year. 9	LEADERSHIP Write a letter of appreciation to your team's families for their time sacrifice this year. 10	11
12	MEANING Appreciate yourself. Treat yourself to an amazing lunch! 13	CONNECTION Have your team meet people they've only met over the phone. 14	CONGRUENCE Develop your thematic goal for next year. 15	RESOURCES Bring in healthy snacks. 16	STRESS Host a "front line forum" where executives listen to the concerns and issues facing front line workers. 17	18
19	TRUST Practice vulnerability with your team. Be transparent about obstacles and how they impacted you personally. 20	LEADERSHIP Organize a workplace volunteer activity. 21	MEANING Delegate tasks to help your team grow professionally. 22	CONNECTION Start a fitness program like "yoga Thursdays". 23	CONGRUENCE What commitments did you deliver on this year? Share the results with your team. 24	25
26	RESOURCES Make the reward you give to your team commensurate with the accomplishment. 27	STRESS During stressful times bring in refreshments to let your team know you care. 28	TRUST Create an idea board where ideas are vetted by colleagues and your energizer team. 29	LEADERSHIP Start a food drive for your local food shelf. 30	New Year's Eve 31	1Jan

