

Positive culture  
Team discussions

## 2. Creating more good days at work

This graphic shows what typically makes a good day for staff at our University. People were asked to remember a recent, memorable good day, when they were able to deliver the quality of work they aspire to and identify the key driver of that. The bigger the box, the more often that theme was identified as the key driver of a good day.

**Discussion: What makes for a good day at work in your team, when you are able to deliver the quality of work you aspire to?**

- What do you already do to build a positive team culture?
- To what extent do the themes in your team reflect the themes below?
- What could you do differently as a team to have more good days at work?

<p><b>Teamwork</b> Support, collaboration. Common goal, the same page Contributing, aligned <b>Connection / belonging.</b> Good discussion Working together, collegial</p>	<p><b>Appreciation</b> I felt truly valued Positive feedback, pride. Trusted, respected and acknowledged. Received a thank you card Recognition from manager A sense of satisfaction you get from helping others. Gratitude.</p>	<p><b>Achieve goals</b> Time and effort paid off Reach goals, high standards <b>Learning new things</b> Finishing projects, accomplished</p>
<p><b>Positivity</b> Humour and lightness. Chatting and relaxed. <b>Smiling and friendly.</b> Greeting, good morning! Enthusiasm, energy</p>	<p><b>Making a difference</b> Students learning and engaged, helping a colleague</p>	<p><b>Getting things done</b> Efficient, goes to plan Productive, tick off the list Few interruptions</p>
		<p><b>Problem solving</b></p>
		<p><b>Enjoying the work</b> Time goes fast, engrossed, passionate</p>

'What makes a good day at work for you' In Our Shoes - 865

### The ABC of appreciation

<b>A</b>	<b>Action</b> This is what you said or did
<b>B</b>	<b>Benefit</b> The positive impact it had
<b>C</b>	<b>Continue</b> Thanks, please keep doing this

Appreciating the behaviours you want to see more of:

- Creates more engaged teams
- Drives performance

...because when you thank others for specific actions, they will do them again.

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**Discussion: Which of these positive actions could you take as a team?**

- Be appreciative of each others' efforts (see ABC of appreciation on opposite page)
- Aim to live up to our shared values everyday
- Talk about the importance of our shared values with new team members as they join
- Remember that kindness and civility builds strong teams
- Neuroscience has shown positive attitudes and behaviours trigger the brain to improve productivity, teamwork and health and wellbeing. What could your team do to have a more consistent positive attitude?

Your team actions: