







# DELIVER THE SECOND PAY CHEQUE WORKSHEET

<p><b>SIGNIFICANCE</b></p> 		<p><b>SHOW RESPECT &amp; APPRECIATE</b></p> <ul style="list-style-type: none"> <li>• Display genuine interest in others</li> <li>• Seek out their input and advice</li> <li>• Advocate for their ideas/suggestions</li> <li>• Appreciate their best efforts</li> </ul>
<p><b>CONNECTION</b></p> 		<p><b>NURTURE SOCIAL SAFETY &amp; FUN</b></p> <ul style="list-style-type: none"> <li>• Communicate honestly and directly</li> <li>• Expedite/participate in team bonding</li> <li>• Confront disruptive team behaviour</li> <li>• Put fun into working together</li> </ul>
<p><b>MASTERY</b></p> 		<p><b>LEVERAGE STRENGTH &amp; CHALLENGE CAPABILITY</b></p> <ul style="list-style-type: none"> <li>• Set stretch goals—out of comfort zone</li> <li>• Offer constructive, timely feedback</li> <li>• Facilitate learning from experience</li> <li>• Coach for responsible development</li> </ul>
<p><b>AUTONOMY</b></p> 		<p><b>FACILITATE FREEDOM &amp; CONTROL</b></p> <ul style="list-style-type: none"> <li>• Match empowerment to capability</li> <li>• Negotiate promises and expectations</li> <li>• Delegate decisions with boundaries</li> <li>• Back responsible recovery from errors</li> </ul>
<p><b>ACHIEVEMENT</b></p> 		<p><b>ENABLE &amp; CELEBRATE ACCOMPLISHMENT</b></p> <ul style="list-style-type: none"> <li>• Grant access to resources and authority</li> <li>• Manage workloads</li> <li>• Confront breakdowns/broken promises</li> <li>• Celebrate milestones and breakthroughs</li> </ul>
<p><b>PURPOSE</b></p> 		<p><b>CONNECT TO MEANING &amp; CONTRIBUTION</b></p> <ul style="list-style-type: none"> <li>• Create line of sight to mission and strategy</li> <li>• Clarify key results and path forward</li> <li>• Focus attention and effort on priorities</li> <li>• Report on current context and results</li> </ul>

