

# People are Like Plants— They Want to Grow




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## AGENDA

For today's discussion

-  Mastery is part of our DNA
-  How Companies Can Foster Personal Mastery
-  Real life examples that can be used in your wellness program

# FULL DISCLOSURE

Just so you know...

I'm the President  
and CEO of  
WellRight



...but I won't be  
selling any wellness  
software today!

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# PLANTS KNOW HOW TO GROW

You can't make a plant grow



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## WHAT IF PLANTS LACK SUNSHINE?

Plants will go to extremes to grow



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## WHAT IS AN IDEAL ENVIRONMENT?

You can't make a plant grow

How are you  
doing?

Can I help  
you?



2018 Hill Cumorah Pageant

Where are  
you from?

You can go  
first.

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# ENVIRONMENTS ARE COMPLICATED

There are many dimensions to an environment

Gratitude  
Work  
Mastery  
Connections  
Purpose  
Service

Individual

Purpose  
Innovation  
Autonomy  
Collaboration  
Transparency  
Recognition

Company

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# ...BUT I'M JUST WELLNESS

Wellness is more powerful than you think



Wellness



Management

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# CHALLENGE THEORY

Helping others to create lasting behavior change



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# COMPANY PURPOSE

Company fostering personal missions



**PurposeDriven**  
*Create a mission statement*

**ScoreBoard**  
*Maintain a group dashboard*

**RoadMap**  
*Create an annual plan together*

**SharedValues**  
*Define what your group stands for*

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# AUTONOMY

Company fostering personal missions



**GroupPower**  
*Create a committee*

**GoFlow**  
*Help 5 others get in the zone*

**HelpMe**  
*Ask 10 people for help*

**You'reIt**  
*Delegate 10 things*

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# COLLABORATION

Company fostering personal missions



**NetworkConnections**  
*Meet with 5 colleagues*

**DoubleCheck**  
*Hold a design review*

**ThinkTank**  
*Hold a council meeting*

**SayMore**  
*Build up others' ideas*

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# TRANSPARENCY

Company fostering personal missions



**QuestionAnswer**  
*Hold a Q&A session*

**HiddenBenefit**  
*Review company benefits*

**360Review**  
*Share two-way feedback*

**TownHall**  
*Hold an all hands meeting*

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# INNOVATION

Company fostering personal missions



**BookClub**  
*Read a book together*

**KeyNote**  
*Invite an expert to speak*

**IdeaFinder**  
*Solicit ideas from 10 people*

**BrainStorm**  
*Hold a brainstorming session*

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# COACHING

Company fostering personal missions



New**Coach**

*Learn how to be a coach*

Get**Smart**

*Encourage professional education*

Head**Coach**

*Coach your team*

End**Goal**

*Solicit personal goals*

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# RECOGNITION

Company fostering personal missions



**Shout**Out

*30 public compliments*

Employee**Review**

*Write a kind note to someone's boss*

**Heart**Felt

*Tell 20 people why you appreciate them*

Nice**Work**

*Give an award*

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# ENVIRONMENT

Company fostering personal missions



**EnergyBoost**  
*Provide healthy snacks*

**CoolSpace**  
*Brighten your work area*

**BalancingAct**  
*Hold a meeting about life balance*

**FreeLunch**  
*Order a healthy business lunch*

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# INDIVIDUAL PURPOSE

Individuals fostering company mission



**MissionPossible**  
*Write a personal mission statement*

**PriorityPlan**  
*Set personal goals*

**GiftList**  
*Ask 10 people what you're good at*

**MeRemembered**  
*Write your obituary*

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# MASTERY

Individuals fostering company mission



**BookWorm**  
*Read for 1,000 minutes*

**CertifiedExpert**  
*Earn a certification*

**FirstPlace**  
*Enter a contest*

**FeedbackLoop**  
*Ask 10 people for feedback*

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# WORK

Individuals fostering company mission



**MovingForward**  
*List what you learned today*

**JobCraft**  
*Redesign your job*

**LessonLearned**  
*Take a class*

**WorkPlan**  
*Set up family chores*

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# GRATITUDE

Individuals fostering company mission



Express**Thanks**  
20 thank you notes

100**Thanks**  
Say "thank you" 100 times

Be**Grateful**  
List 90 things you're thankful for

**Lucky**Duck  
List 30 fortunate events

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# SERVICE

Individuals fostering company mission



**Kind**Words  
Don't criticize

Good**Deed**  
30 random acts of kindness

**Pay**Back  
Pay for the person behind you

**Great**Job  
Write 10 LinkedIn recommendations

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# CONNECTIONS

Individuals fostering company mission



**OldFriend**  
*Reach out to an old friend*

**MovieClub**  
*Talk about a movie*

**ComeTogether**  
*Join a group*

**NewAcquaintance**  
*Meet 4 new people*

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# RECHARGE

Individuals fostering company mission



**PlayTime**  
*Play for 300 minutes*

**BreakTime**  
*Take a break at work*

**BreatheDeep**  
*40 breathing sessions*

**MailHold**  
*No work emails at night*

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