

Indulge in a Learning Spree!!

Marcia Hughes & James Terrell

Learning comes from engagement not compliance.

Daniel Pink, author of *Drive*

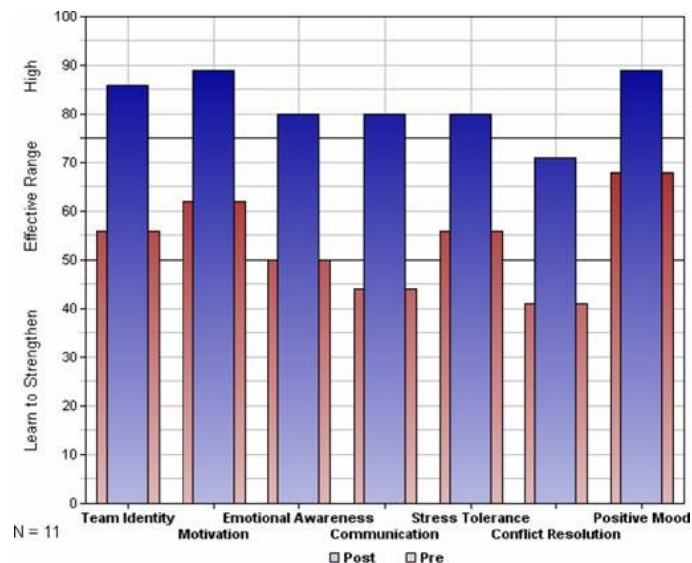
No wonder organizations worldwide are interested in promoting employee engagement – continuous learning is a threshold requirement for success. Without it stagnation is certain.

Daniel Pink, author of *Drive* and *A Whole New Mind* opened up the 8,000 attendee Chicago conference for American Association of Training and Development (ASTD) on a sunny Monday morning in May, 2010 by highlighting truths and debunking fallacies about motivation. At the Collaborative Growth booth, we answer questions about the TESI, our team EI assessment, from interested people from around the world.

Some of our favorite learning nuggets are:

- **Motivation:** We've written often that core money needs must be met, after that money just isn't a motivator and won't make people happier. According to Pink, three key motivators are: autonomy, mastery, and purpose. Part of his supporting examples come from case studies of Google's successful 20% time (employees receive one full day a week to work on projects of their choosing. It's parallel to our [2% Solution](#) that calls for a half hour a day for personal well being. Creativity requires time away from task orientation and results in more motivation to get the tasks done. A nice balance.
- **Well Being:** There is increasing recognition that employee well being makes a difference in just about every way. New Gallup research is emphasizing this point. We've been talking about it for years, including in our article on [Living with Emotional Well Being](#), and through Marcia's book [Life's 2% Solution](#). We know that happiness, optimism, and reliable ways to take time for ourselves and be creative lead to a better quality of life, increased health and longevity. So why do we get so task oriented instead of creative anyway?

- Team Well Being:** ASTD attendees who came to our booth or the Wiley/Pfeiffer booth learned about the reciprocal target results of Sustainable Team Productivity and Team Emotional and Social Well Being by viewing the [Collaborative Growth team model](#). We will know that we're really building a world that works for all when organizations invest in team well being! Our [TESI](#) assessment (Team Emotional and Social Intelligence Survey®) provides teams and organizations with the ability to measure their current skills, set strategic goals, expand their capabilities and then measure success with a pre-post assessment. Look at what this team and their team leader accomplished after eight months of intense work:



- Emotional Intelligence and Ethics:** We were excited to meet Zachary Horn and Kerri Chik of Aptima Inc. and explore what a necessary connection there is between emotional intelligence and ethics! We've been saying for years that if a person is self aware and communicates what he or she is doing on a regular basis to others, they will act ethically. This strategy is more effective, more rewarding and vastly less expensive than implementing the Sarbanes Oakley Act, adopted by Congress in 2002 after the Enron failure and similar debacles.



Connecting People, Purpose & Productivity!

When you cut to the chase, we believe you'll agree that: Learning Makes the World a Better Place! What are you planning on learning next? We'd love to know! Be sure at least part of your learning is relevant to enjoying today and we encourage you to end the day with the reflection that you have much to be grateful for. We do. We are grateful that you're engaged with us!