

# STATE OF THE RELATIONSHIPS IN YOUR ORGANISATION?

# POLAR BEARS AND PENGUINS

**Purpose:** The purpose of this exercise is to gain awareness of relationships, employee aspirations, employee alignment to the organisation's aspirations and how much of their individual potential is being utilised.

Spend 15 minutes in a common area of your organisation (lobby, canteen etc.) being curious of everyone in the place. Without actually talking to anyone, be curious by asking yourself the following questions:

1. How are employees interacting with each other?

---

2. How are employees interacting with your customers?

---

3. What are their expressions?

---

4. How are they carrying themselves (body posture)?

---

5. How are they reacting to your presence?

---

6. What else is going on?

---

At the end of these 15 minutes capture your observations. Then spend some time over the coming days with 3 – 5 (or more) individuals from different parts from the organisation (preferably those who you are unfamiliar with), asking him or her the following questions and see what you discover.

1. What is important to you?

---

2. What do you enjoy most about your work day?

---

3. What are your dreams?

---

# STATE OF THE RELATIONSHIPS IN YOUR ORGANISATION?

# AND POLAR BEARS AND PENGUINS

4. What empowers you?

---

5. What is holding you back?

---

6. What are you missing in your work life?

---

7. What's important to you outside the office?

---

8. What part of your role fulfils you most?

---

9. What motivates you towards success?

---

10. What recognition do you like best?

---

11. What is your unique talent?

---

12. How would you describe your relationship at work?

---

**Now ask yourself the following questions to reveal what behaviours are driving your organisation?**

1. How does this person respond to you when you are curious?

---

2. What did you learn about being curious?

---

3. What behaviours are driving performance?

---

4. What company values are being honoured? Or not honoured?

---

5. How do you want to use this information in your organisation?

---