

1. BELONGING

"I Fit"

My role matches my talents and my interests.

I feel understood by my team.
I experience no unnecessary friction or confusion.

I fit in well with my team and I feel I belong here.

I receive important information when I need it

I'm crystal clear on the expectations my manager has of me.

I'm clear on how my manager feels about my progress.

5 Leadership Thermals

AHDB

2. SECURITY

"I'm clear"

3. SIGNIFICANCE

"I'm Valued"

My leaders listen to me in a way that makes me feel respected and understood.

I feel my leaders value me as a person not as a tool or an asset.

My leaders protect my work/life balance.

ENGAGE



You tap into the **WILL** to do more

You tap into the **SKILL** to do more



Boost energy and engagement when we don't have a clear picture of when we will return to normal. As people are predictable in their reactions to change, we must be ready with the best and right levels of leadership that will light the path one day at a time.

5. PURPOSE

"I'm inspired"

4. FREEDOM

"I'm supported"

I feel equipped with all the resources I need to succeed: time, training, tools and systems.

I feel I am treated fairly for the contribution I make here.

My manager "has my back".

I feel I am achieving great results.

My colleagues and leaders walk the talk.

I feel a sense of pride and connection with the purpose of my company.