



RESONANT

Ideas That Carry Further

Staying Engaged in Work Outside Your Sweet Spot

Every one of us does work that's not in our personal sweet spot, even on projects we're very excited about. To help your team stay engaged, ask them to consider these questions.

Purpose/Context – Why is the project important?

- What does this project contribute and who will benefit?
- What's the contribution I'm making, and how does it fit into the project as a whole?

Learning/Growth/Mastery – What can I learn from this work?

- Can I learn how to complete the task better or more efficiently, or can I try to teach the task to someone else?
- Does this project provide an opportunity to be exposed to a new topic?
- Will I have the chance to observe how someone else leads or how they handle challenging situations?
- What new relationships might I be able to build by being a member of this team? How will those relationships help me grow?
- What aspects of this work are similar to other things I do? What aspects are different?
- What foundational skills am I building that will serve me well across many areas of my career?
- If I successfully complete this task, what other opportunities might be open to me?
- What support do I need to learn this new task? Who can provide that support?

Autonomy/Control/Personal Brand – How can I make this task my own?

- What can I bring to the team? How can I apply my existing and new skills on this project?
- How can I do this task in my own way that meets the project's needs? What contribution can I make to improving how this task is accomplished?
- How can I execute on this task so that I can be proud of the results?