



### ACTIVITY: Building a Positive Culture

#### Purpose

The purpose of this activity is to:

- Discuss the importance of building a positive culture.
- Demonstrate an easy way to build and strengthen relationships by cultivating positivity.

#### ESTIMATED TIME

**10** minutes

#### MATERIALS

Drop forms

#### Background

Cultivating a happy and healthy work environment is vital to the success of any business--and even more important is developing a sense of community. The Resiliency program is a terrific opportunity to look at your team culture and see where you might be able to improve it.

Think about how it feels when someone does something nice for you. Now, think about how you feel when you do something nice for someone else! Every interaction we have with each other has the potential to either lift us up or bring us down. By making conscious decisions to “fill each other’s buckets”, these small interactions over time build a culture that increases engagement, teamwork, and our sense of safety.

This activity is one way to build and strengthen relationships by building a positive work culture.



### Activity

- 1) Read the Theory of the Dipper and the Bucket to the group (link below).
- 2) Print out some "drop" forms to hand out to your team (create your own or use the template on page 3).

#### **Drop In Your Bucket instructions:**

- 1) Pick someone to whom you would like to give a simple "thank you" to today. This can be someone who needs a quick "pick me up" or someone who might already have the positive vibe going that you want to continue to encourage.
- 2) Write a short note on a "drop" form and place it on their desk or computer, hopefully at a time when they are not present.
- 3) Aim to complete 2 or 3 "drops" per week to see how quickly your positive culture blooms.

### Discussion Questions/ Key Points

- How did you feel after your last interaction with another person? Did they "fill your bucket" or "dip from your bucket"?
- Is this something you would be willing to try?
- Does this activity feel like it would help create a positive work environment?
- Try this at home also!

### Let's Try This!

Ask the group for volunteers to try this "experiment". Sometimes approaching things as an experiment helps us to feel a little more comfortable trying something new.

### Follow-up

Ask those who are willing to try the activity to discuss the results at the next team meeting.

#### **How Full is Your Bucket? By Tom Rath and Donald O. Clifton**

<https://www.tomrath.org/book/how-full-is-your-bucket/>

#### **The Story of the Dipper and the Bucket**

<https://www.psychologytoday.com/us/blog/how-help-friend/201703/the-story-the-dipper-and-the-bucket>

