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Boosting Employee Morale Through Team Building

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By
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Process

- **Innovative Approach**
  - Research
    - The Definition and Measurement of Employee Morale - Administrative Science Quarterly
      - 14 Categories
        Leadership Style, Career Development, Organization Development, Policies of Compensation and Benefit, Job Satisfaction, Job Security, Work Environment and Conditions, Relationship with Supervisor, Work Groups, Other

- Creating Innovative Approaches
  - Resources and suggestions personalized to team need and interests
  - Review previous attempts or solutions that were successful in the past and compare to current situation and team
Process

- **Emotional Intelligence**
  - Awareness of Self and Others
  - Consideration of the Audience: Emotional Intelligence
  - Value to Others: Emotional Intelligence

"Your ability to recognize and understand emotions, and your skill at using this awareness to manage yourself and your relationships with others."
  - Dr. Travis Bradberry and Dr. Jean Greaves

- Searched for solutions that will develop self awareness and emotional intelligence to achieve better communication and understanding within the team
The Solution

- Creative Framework and Unique Approach
  
  Go beyond planting a seed, build a foundation for it to grow

- Team Building Manual
  - Include research specific to factors affecting the team
  - Step by step guide, information or links for each suggested activity
  - Feedback from the team
  - Additional resources addressing team feedback and any identified problem areas
  - Schedule to plan frequency of activities
  - Templates for activity page, schedules, and sign-up sheets
The Pilot

- **My Innovative Solution**

  In addition to providing options, I got the team started with a pilot activity

  **Ice Breaker- Two Truths and a Lie**

  - Created a schedule and timeline
  - Recruited volunteers
  - Prepared polls in Microsoft Teams for colleagues to be able to vote
Results

• Measuring Impact
  • Survey sent to team members

• Benefits to Stakeholders
  • Increase in morale, employee retention, culture within the team, and productivity

• Actual Impact on Stakeholders

  • 100% Agreed building relationships with coworkers is important
  • 90% Stated they would participate in a team building activity in the future
  • 82% Agreed activities could help them better understand their colleagues
  • 93% Stated they enjoyed the pilot activity
  • No preference in regard to delivery: in-person vs virtual activities
Conclusion

• Anticipated Results
  • Small group of volunteers for activity
  • Only a handful of team member participating in survey

• Surprises
  • Excitement from team members and management
  • 70% of the team participated in the survey
  • Responses were positive overall
  • Only 1 team member felt team building was a waste of time

• Confirmation
  • 69% believed silos and/or cliques existed in the department

• What I would do differently
  • Prepare polls ahead of time and show correct answer once voting has ended
  • Send a pre-survey to team members prior to creating the manual and pilot activity
  • Research more activities targeting emotional intelligence and self-awareness
References

