HABIT MASTERY CONSULTING PRESENTS...

BUT I DON'T WANNA
1,000 EMPLOYEES SAID

- 54% say they are worried about exposure to COVID-19 at their job
- Most employees (71%) say their employers will be prepared to safely bring employees back to the workplace.
  - Masks, gloves, and hand sanitizer (58%)
  - Employees with symptoms stay home (55%)
  - Making COVID-19 tests available (53%)
WATCH OUT FOR...

LANDMINES AHEAD

- McDonald’s employees on strike: https://www.foxbusiness.com/markets/mcdonalds-workers-plan-strike-over-coronavirus-protections

- The Utility Workers Union of America part of OSHA lawsuit: https://www.eenews.net/stories/1063191347.


BUT I DON’T WANNA...

WHAT WE’LL COVER

• 6 Reasons Employees Ignore or Push Back
• 3 Things That Make It Worse
• 5 Steps for Better Influence

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WHAT PERCENTAGE OF YOUR EMPLOYEES ARE NOT FOLLOWING YOUR CORONAVIRUS PREVENTION PROCEDURES?
EMPLOYEES MIGHT BE...

UNINFORMED
EMPLOYEES MIGHT BE

CONFUSED

• Hesitation
• Inconsistency
• Conflicting Actions
“I did then what I knew how to do. Now that I know better, I do better.”

MAYA ANGELOU
EMPLOYEES MIGHT KNOW MORE THAN YOU

• Better Informed
• Real Sources
• Can’t Be Disproved
EMPLOYEES MIGHT FEEL

INVINCIBLE

Risk Calculations

• Past Experiences
• Other People
• News/Pundits
• Financial
• Quarantine Fatigue
• Personal Vulnerability
US VS THEM

• WE DO
• WE BELIEVE
• THEREFORE, I DO AND BELIEVE

EMPLOYEES MIGHT BE TRIBAL
EMPLOYEES MIGHT BE REBELLING

Don’t tell me what to do
EMLOYEES MIGHT BE

WHICH ARE YOU SEEING?

- Uninformed
- Confused
- Know It All
- Invincible
- Tribe Member
- Rebel
ARE YOU MAKING IT WORSE?
LEADING WITH YOUR VISION

AUTHORITATIVE

- Just do it
- Why are we still talking about this?
- Because it’s the new guideline
- Management says we have to
LEADING WITH YOUR VISION

DISMISSIVE

• Shut up

• No one cares what you think

• Suck it up

• Stop whining

• That’s a terrible idea

• I didn’t realize you were an expert
“Leaders must either invest a reasonable amount of time attending to fears and feelings, or squander an unreasonable amount of time trying to manage ineffective and unproductive behavior.”

BRENÉ BROWN, DARE TO LEAD: BRAVE WORK. TOUGH CONVERSATIONS. WHOLE HEARTS.
LEADING WITH YOUR VISION

INCONSISTENT

• Irregular timing
• Confusing, changing or contradictory
• Withholds important information
• Doesn’t address fears
• Shifts responsibility
WHICH OF THESE ARE YOU SEEING?
FOLLOW THESE 5 STEPS INSTEAD....
1. START WITH VALUES

- What we have in common
- What we care about
- What YOU care about
- Potential Consequences
WHAT EXISTING VALUES SUPPORT FACE MASKS?
2. TELL A BETTER STORY

• Stories are already being told

• You can’t change minds without winning hearts

• Employees want your story
SHARE A STORY THAT CHANGED YOUR BEHAVIOR
INCREASE YOUR INFLUENCE

GET MY BEHAVIOR ACCELERATOR CHECKLIST

DOWNLOAD AT HTTPS://HABITMASTERYCONSULTING.COM/BEHAVIOR-ACCELERATOR-CHECKLIST/
3. GENERATE OWNERSHIP

Create a Better Risk Calculation

- Given Our Goals
- Given What We Know
- Where
- When
- How
WHAT IS FLEXIBLE?
WHERE CAN YOU COLLABORATE?
DO THIS...

5. GET FEEDBACK

- Surveys
- One on One
- Informal
DO THIS...

4. PROVIDE FOLLOW UP

- Ready
- Set
- Go
- Steady
DO THIS...

4. PROVIDE FOLLOW UP

- Behavior Challenges
- Learning Snacks
- Communication
INCREASE YOUR INFLUENCE

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HELPING EMPLOYEES ADOPT CRITICAL BEHAVIORS FAST & MAKING THEM STICK

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