

WHAT THE DATA IS TELLING US...

The data collected from FormScore polls tells us that Workload was the top driver selected for lowering team members FormScore. We weren't surprised when we analysed the data - we suspected managing ever increasing workloads was impacting people - and the data backs that up. As a Line Manager, we know you are probably experiencing the same thing with your own workload!

Outlined below are three ideas you could try with your team to help them manage their workload. These ideas focus on you working as a team to find solutions to manage the teams workload collaboratively - as we know doing things 'with' people NOT 'to' them is more sustainable!

WE ALL HAVE SUPER POWERS...

Do you understand the different strengths of the people in your team? And are you making the most of them?

You may have some team members who are great at project management, others who are great at building relationships and those that excel at data analysis. Have you considered ALL the strengths in the team and whether you have made the most of the collective skills? You could facilitate a session with the team to uncover their strengths and then work together to assign work so they can play to those strengths!

DON'T JUST DO IT...

Do you know all the things your team does and what they are spending their time on? Could they be spending time on tasks that aren't mission-critical?

Why not facilitate a brainstorming session with your team to identify non-essential tasks and work together to decide if they need to continue? An exercise like this is great for empowering your team!

GET READY TO HUDDLE

A brief* meeting, on a Monday morning (or whenever suits your team), is a great way to understand your team's workload for the week and what they are planning to spend their time on. It will give you an opportunity to understand everyone's priorities and pressure points and support the team to reallocate resources if necessary. It's also a great time to check in with your team with a quick FormScore poll!

*we mean no more than 20 mins!

