

HOW TO BE ALL IN

The "How to Be All In" checklist provides ten ways to determine if you are fully engaged and "all in" on the mission of your organization



DO THIS

vs.

NOT THAT

"I WANT TO"

Saying you "want to..." communicates you believe it is a privilege to serve.

"I'M WILLING TO"

Saying you are "willing to..." communicates you believe it is a burden to serve.

FIND SOLUTIONS

To show you're engaged, come up with solutions to communicate resourcefulness and initiative.

FIND PROBLEMS

Anyone can point out problems. Leaders also propose solutions.

GIVE ENERGY

Positivity and optimism energize others and show engagement.

TAKE ENERGY

Negativity and pessimism drain others and communicate disinterest.

WE

Using "we" communicates an interest in the organization and mission.

ME

Pronoun usage matters. Leaders prioritize using "we" over "me."

WHAT IF

Curiosity communicates engagement. Focus on what might be possible, not on what isn't.

WHY NOT

Always pointing out why ideas won't work will inevitably frustrate your authority.

ANTICIPATE

Engaged people anticipate what's needed and try to get out in front of it.

REACT

Reactivity requires motivation and often adds things to your boss's workload.

TIMELY INTELLIGENCE

Generously sharing information and avoiding surprises communicates engagement.

SURPRISES

Authorities do not want to find out about things last minute.

GRATITUDE

Thanking your boss communicates honor and respect.

ENTITLEMENT

Refusing to say "thank you" communicates entitlement.

GET IT DONE

Do what you say you are going to do and if you fail to do so, work on communicating in advance.

NEEDS REMINDING

Requiring people to constantly follow-up with you does not build trust.

DECREASE STRESS

Communicate engagement by reminding others that things will work out.

AMPLIFY STRESS

Bosses do not want to manage or solve your stress.