



# DISENGAGED MEMBER ON YOUR TEAM



## WHAT'S ONE THING IN MY CONTROL AS YOUR MANAGER THAT CAN HELP YOU GET BACK ON TRACK?

Non threatening question which can facilitate open conversation. Let them know that they are not alone and you are invested in their wellbeing and career success.



## WHAT'S ONE THING YOU CAN DO THAT'S IN YOUR CONTROL TO HELP YOU MOVE FORWARD?

.Help your employee move into a growth mindset of and become more aware of their own resources. Make sure to acknowledge/celebrate when you notice them completing this action or shift in behaviour.



## KEEP THE CONVERSATION GOING

One of the most natural things for us to do when someone goes quiet is to avoid the awkwardness and let them be. We can make multiple narratives up to support our discomfort such as they don't care, are checked out, are trying to make our lives difficult! This is rarely the case initially. Consistent, non threatening check ins and celebration of strengths can go a long way.