



# THE CONTENTMENT SURVEY

NAME:

DATE:

Contentment isn't something you feel, it's something you do. When it is practiced within a team, everything needed for success is present. How are you doing with your contentment practice? Use the scale below to rate yourself and where you are today. Be honest, but don't overthink your answers.

3 = Usually

2 = Sometimes

1 = Rarely

1. \_\_\_\_\_ I ask my team about what skills they are working to develop.
2. \_\_\_\_\_ I talk about the big picture to remind people why we're doing what we're doing.
3. \_\_\_\_\_ I express my appreciation to the people that I work with.
4. \_\_\_\_\_ When challenges arise, I get excited about who will step up and offer a new idea.
5. \_\_\_\_\_ I stop what I'm doing when someone on my team needs support, it doesn't have to be on my calendar.
6. \_\_\_\_\_ I take breaks to assess how I'm feeling about my work issues throughout the day.
7. \_\_\_\_\_ When I assign tasks, I look for ways to expand someone's experiences and help them grow.
8. \_\_\_\_\_ I use unconventional solutions and keep the door open to any idea that comes my way.
9. \_\_\_\_\_ My team follows a very specific way of working, and we make sure everyone on our team learns it.
10. \_\_\_\_\_ I tell people specifically how their actions have helped me or added value our team.
11. \_\_\_\_\_ I have a clear picture of where my team is going, and I talk about it often.
12. \_\_\_\_\_ I find ways to share tips and give suggestions that I think will help someone.
13. \_\_\_\_\_ I schedule "me" time during the week to read, exercise or simply disconnect.
14. \_\_\_\_\_ I find myself spending time outside of work hours thinking about how to help members of my team.
15. \_\_\_\_\_ I require my team to record their processes to eliminate wasted time with repetitive tasks.
16. \_\_\_\_\_ I do more than say "thank you" when someone makes a meaningful contribution.
17. \_\_\_\_\_ I allow others to volunteer for projects or tasks they have interest in.
18. \_\_\_\_\_ I remind the people on my team how their individual contributions help us reach our collective goals.
19. \_\_\_\_\_ I make sure that meetings run a certain way throughout my team to help us operate with efficiency.
20. \_\_\_\_\_ When facing a challenge, I pause for a moment to reflect on what my gut is telling me before I move forward.
21. \_\_\_\_\_ I ask for ideas from others when I have a difficult problem to solve.



# THE CONTENTMENT SURVEY - SCORING

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

## GRATEFUL EXPRESSION

Statement 3: \_\_\_\_\_  
Statement 10: \_\_\_\_\_  
Statement 16: \_\_\_\_\_  
Total: \_\_\_\_\_ /9

Contentment begins with gratitude. Gratitude breeds patience which creates room for understanding. Look for ways to express your gratitude daily.

*What will you do to express gratitude today? To whom? For what?*

## UNDISCOVERED ABUNDANCE

Statement 4: \_\_\_\_\_  
Statement 8: \_\_\_\_\_  
Statement 21: \_\_\_\_\_  
Total: \_\_\_\_\_ /9

You have everything you need in the present moment so be curious about what unexplored opportunities surround you. Focus your daily work around questions and look for new answers in every moment.

*What one question do you need an answer to today? Where will you look first?*

## LIBERATING CONSISTENCY

Statement 9: \_\_\_\_\_  
Statement 15: \_\_\_\_\_  
Statement 19: \_\_\_\_\_  
Total: \_\_\_\_\_ /9

When common activities are completed in a predictable pattern, energy is preserved for innovation. Define a consistent way of doing everyday tasks and extend it across your life and your team. Make routines that preserve your freedom.

*What process needs to be written down? What can become automatic?*

## DECISIVE VISION

Statement 2: \_\_\_\_\_  
Statement 11: \_\_\_\_\_  
Statement 18: \_\_\_\_\_  
Total: \_\_\_\_\_ /9

Know what you're doing and why. A clear vision removes distractions. Create and protect your vision. Share it with your team regularly and map out how you're going to achieve it together.

*Who needs to hear the big picture? When can you have that conversation?*

## ATTENTIVE GENEROSITY

Statement 5: \_\_\_\_\_  
Statement 12: \_\_\_\_\_  
Statement 14: \_\_\_\_\_  
Total: \_\_\_\_\_ /9

You have everything you need... now understand what others need. Focus outwardly to understand what you can add, not what you could gain. Watch carefully for moments to give, then continually stretch the limits of your giving.

*What's something you can give to lift someone up? Who needs it most?*

## SELFLESS CONNECTION

Statement 1: \_\_\_\_\_  
Statement 7: \_\_\_\_\_  
Statement 17: \_\_\_\_\_  
Total: \_\_\_\_\_ /9

Nothing is accomplished alone. Provide other people the opportunity to rise to the occasion. Seek them out. Help them discover and use their strengths. Serve others and build them up. Act in a manner worthy of trust.

*What task can you delegate that will elevate someone? Who will take it on?*

## CALM BREATHING

Statement 6: \_\_\_\_\_  
Statement 13: \_\_\_\_\_  
Statement 20: \_\_\_\_\_  
Total: \_\_\_\_\_ /9

Meet the demands of the moment with your response, not your reaction. Step back regularly throughout the day to regain your focus and breathe. Review what you know, assess what you feel and understand what your gut is telling you.

*When will you pause all work today for 10 minutes? What will you do?*

**Results:**

**3 – 5**

*Needs Focus Now*

**6 – 7**

*Opportunity to Grow*

**8 – 9**

*Area of Current Practice*

See practical strategies for improvement on the next page.



# CONTENTMENT PRACTICE - STRATEGIES

NAME:

DATE:

The strategies below are actionable ideas you can implement to strengthen your daily contentment practice.

## LEADERS WHO PRACTICE GRATEFUL EXPRESSION...

- Open every meeting by sharing a personal or professional source of gratitude.
- Surprise people by sharing appreciation any day or time, not only on predetermined occasions.
- Celebrate both big and small accomplishments and milestones.
- Get highly specific when saying “thank you” to someone and explain the impact their actions had.
- Share gratitude for people publicly where others can see and hear.
- Incorporate appreciation into communications. Share success stories.
- Reframe all experiences by searching for something to appreciate.

## LEADERS WHO PRACTICE UNDISCOVERED ABUNDANCE...

- Approach each day and each challenge through open-ended questions that begin with “Who can support...?”
- Discuss work and unsolved problems openly and invite others to share their ideas.
- Post problems that need a solution in public areas and invite anyone to comment or contribute.
- Remain motivated by the team’s purpose rather than the competition.
- Nurture undeveloped ideas by encouraging people to keep thinking instead of judging the idea or shooting it down.
- Define a successful outcome together then free people to follow their natural ways of problem solving to achieve it.
- Ask for critiques from team members and invite regular feedback.
- Transform challenges into an opportunities by ensuring every experience – good or bad – results in a learning.

## LEADERS WHO PRACTICE LIBERATING CONSISTENCY...

- Identify the 3 – 5 activities that are part of everyone’s daily work (such as meetings, sharing new ideas or starting a project) and create a simple template for completing them.
- Give templates, routines and repeatable behaviors a name.
- Ensure members of the team are cross trained in other areas.
- Document repeated processes and save them in a place that is accessible to everyone.
- Empower team members to hold each other accountable to outcomes, deadlines and upholding values.
- Continually edit existing processes to make them stronger.

## LEADERS WHO PRACTICE DECISIVE VISION...

- Link every decision to how it will help accomplish the greater vision.
- Constantly look for obstacles team members are facing and actively work to remove them.
- Revisit the vision regularly with the team, question it and refine it whenever needed.
- Ask people how their day-to-day actions contribute to organizational or department goals.
- Pause or pivot away from any ideas or projects that don’t move the team closer the vision.
- Prioritize goals and projects based on the impact they will have.

## LEADERS WHO PRACTICE ATTENTIVE GENEROSITY...

- Listen carefully to understand the needs of others, then share helpful strategies, stories and recommendations.
- Make time for people. Drop everything for a member of the team when possible and reschedule if it’s not possible.
- Always ask how people are doing and what’s on their mind.
- Review the schedule and priorities of all team members daily to discover opportunities for support and guidance.
- Participate actively in meetings instead of always facilitating them.
- Silence the cell phones and close the laptop when speaking with someone.

## LEADERS WHO PRACTICE SELFLESS CONNECTION...

- Allow members of the team to volunteer for tasks that interest them.
- Encourage people to build a deeper understanding of their own strengths and abilities.
- Put people in a position to succeed, and prioritize their learning when mistakes and failures occur.
- Learn about people’s aspirations.
- Show interest in the life people lead outside of work.
- Encourage others to trust their gut.
- Help people reach their goals even if it means losing them.
- Always credit the team for achievements.

## LEADERS WHO PRACTICE CALM BREATHING...

- Schedule a daily, reoccurring break to take a walk or simply pause and breathe.
- Take all available vacation time and encourage everyone on the team to do the same.
- Prioritize personal health through movement, nutrition, rest and balance.
- Silence the phone or put it in another room and go “screen-free” for a set amount of time every day after work.
- Identify emotions as they occur and breathe before responding.
- Have hobbies or passions outside of work that energize and bring joy.
- Teach contentment practices to others.