

Staff Morale and Team Building Activities

NFHS Summer Meeting

Orlando, FL

July 1, 2021

Bill Faflick, Executive Director &

Rod Garman, Assistant Executive Director

Kansas State High School Activities Association



Learning Outcomes

- ❑ **Better understand the value of staff morale**
- ❑ **Identify and plan to implement strategies to embrace collaboration and enhance positive staff morale (morale boosters).**
- ❑ **Identify and reduce episodes of morale busters.**

Tell me something good!



What do you bring to Orlando

- ☐ What is your role?
- ☐ What is your lens?
- ☐ What are your goals?
- ☐ What is your current climate?

















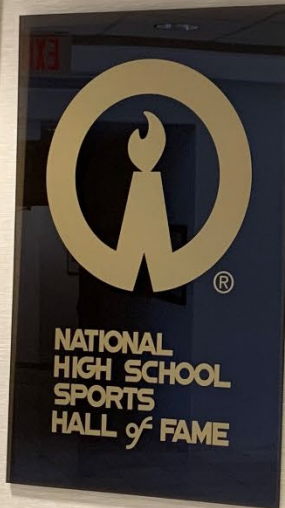




NFHS HALL OF FAME

The National High School Sports Hall of Fame was initiated in 1982 by the membership of the National Federation of State High School Associations to honor high school athletes, coaches, contest officials and other contributors for their extraordinary achievements and accomplishments in high school athletics.

The 51 state high school athletics/activity associations are partners in the National High School Sports Hall of Fame. The Hall of Fame recognizes individuals from the various states who are worthy of national recognition.



NFHS

KSHSAA

Do you believe...

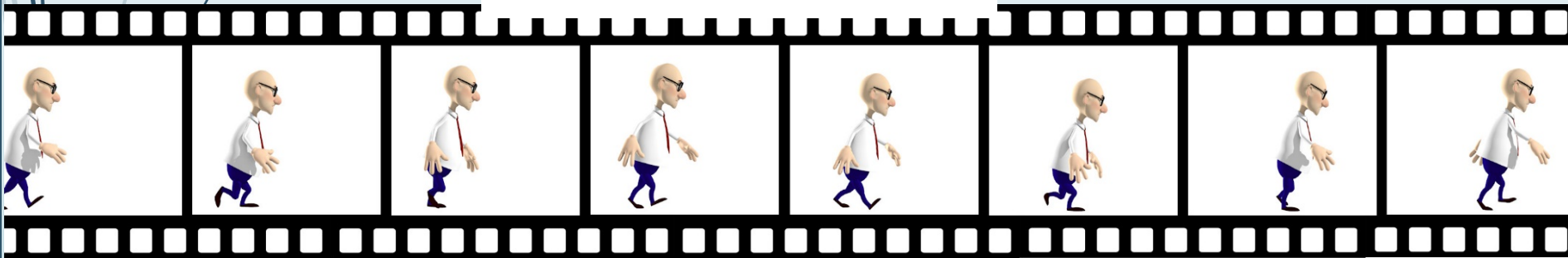
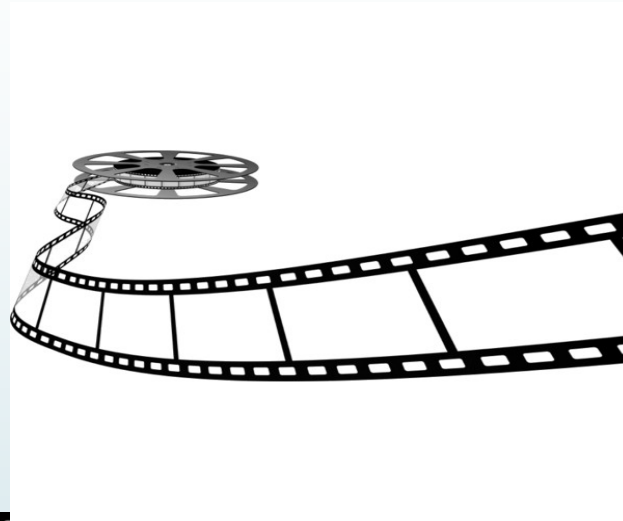
...Anyone can make a difference in their workplace/school regardless of their position?



Basic Assumptions

- ☐ **We are individuals**
 - Different skills
 - Different values
 - Different strategies
- ☐ **School is a people business**
- ☐ **Positive relationships positively impact team/school/office**
- ☐ **Leaders are “coaches”**
- ☐ **Communication is critical**
- ☐ **People Matter**

Life story...



Know your team!

- ☐ Life experiences
- ☐ Current reality
- ☐ Staff Meeting "Quick Pulse Checks"
4 Corners, Shoulder Partner, Kahoot, Paper
Airplanes/Paper Snowballs, Rock-Paper-Scissors,
Candy Intros-Sharing-Questions
- ☐ Personality inventories
 - STUCO – Silent Colors
 - KAY – True Colors

Candy Introductions

M&Ms / Skittles

ORANGE = 2 Family Facts

GREEN = Favorite Place on Earth

RED = Favorite Hobby

BLUE = Favorite Memory

YELLOW = Dream Job – Professional Goal

BROWN/PURPLE = Wildcard (anything about self)

Silent Colors – KSHSAA STUCO

☐ Day 4: Silent Colors - YouTube

☐ <https://www.kshsaa.org/Public/StuCo/PDF/SilentColorsQuestionnaire.pdf>



ORANGE

Adventurous! Creative! Outrageous! Courageous!

- ☐ **Expects quick action**
- ☐ **Assumes flexibility**
- ☐ **Works in the here and now**
- ☐ **Creates multiple approaches**
- ☐ **Welcomes change / Hands-on**
- ☐ **Gets stuff done fast**
- ☐ **Expects people to "Make it fun!"**
- ☐ **Has a lot of personal skills and talents**

SILVER

Responsible! Organized! Official/Practical! Conventional!

- ☐ Expects punctuality, order and loyalty
- ☐ Assumes there is a "right way"
- ☐ Seldom questions tradition/authority
- ☐ Is "rules oriented" / Loves minutia/details
- ☐ Chooses approaches and strategies
- ☐ Is threatened by challenges/confrontation
- ☐ Needs "proof" for making changes
- ☐ Requires a prolonged time to begin
- ☐ Expects people to "fulfill their roles"

PURPLE

Harmonious! Nurturing! Family! Compassionate!

- ☐ **Expects others to express views honestly/warmly**
- ☐ **Assumes a "family spirit" even among strangers**
- ☐ **Works to nourish and develop other's potential**
- ☐ **Uses an unstructured "democratic approach"**
- ☐ **Encourages growth in human potential**
- ☐ **Provides time for human bonding during changes**
- ☐ **Seeks mutual understandings**
- ☐ **Expects people to choose to grow**

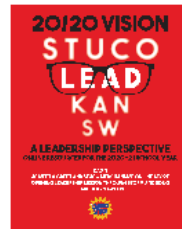
GREEN

Curious! Analytical! Left-Brained! Conceptual!

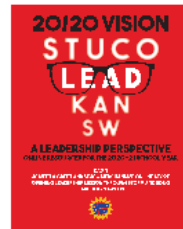
- ☐ **Expects intelligence and competence**
- ☐ **Assumes the job is relevant**
- ☐ **Constantly questions**
- ☐ **Seeks ways to improve the system**
- ☐ **Serves as a "visionary" to groups**
- ☐ **Analytically approaches problems**
- ☐ **Encourages change for improvement**
- ☐ **Is constantly "in the process" of change**
- ☐ **Expects people to follow-through**



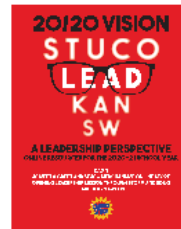
July 19 (Day 1)
JC Meet & Greet



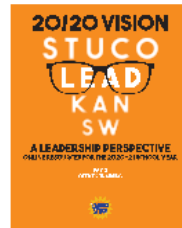
July 19 (Day 1)
Welcome by Rod Garman



July 19 (Day 1)
Opening Words & Song by Jerry Green



July 20 (Day 2)
Follow kansassstucocouncil on Instagram for Officer Training Resources.



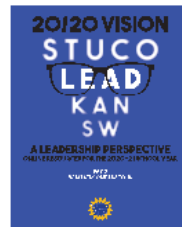
July 21 (Day 3)
Swap Shop



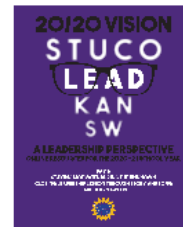
July 22 (Day 4)
Styles of Leadership: It Takes All Kinds!



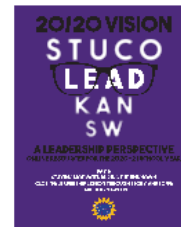
July 23 (Day 5)
What STUCO Means to US



July 24 (Day 6)
Staying Motivated During the Unknown



July 24 (Day 6)
Closing by Rod



July 24 (Day 6)
Closing words and song



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REGIONAL CONFERENCES

[2020 Virtual Info](#)

STUCO WORKSHOPS

[Virtual Advisors Workshops 2020](#)

[About Summer Leadership Workshop](#)

[Summer Leadership Workshop](#)
[Brochure] [Poster]

[Online Resources Overview & JCs](#)

[2019 Stuco Workshop Slideshow](#)

[2018 Stuco Workshop Slideshow](#)

PROJECTS & IDEAS

[SILENT COLORS - Leadership Styles Questionnaire](#)

[Spirit Day](#)

[Community Service](#)

[Connecting the Dots](#)

[Swap Shop Ideas](#)
[R][E][A][L][I][T][Y]

[10 Things You Should Know](#)

OTHER

[News & Announcements](#)

[Advisor of the Year](#)

[Nomination Form](#)

[NAWD / NCSA](#)

[NASC Conference](#)

[LEAD Conferences](#)





Name: _____

WHAT COLOR IS YOUR LEADERSHIP?

Instructions: This questionnaire describes forty different leadership traits grouped together into four sets of ten statements each. Read each statement and circle the number that most naturally describes how often that leadership trait applies to you. (i.e. not learned behavior). Add the values of the circled numbers for each set of ten traits. Enter the total for those ten traits only in the appropriate total score space provided at the bottom of each side of the page. Your highest trait total score is your core leadership color. Knowing your "core color" is a key to a better understanding of yourself and others.

NEVER	SELDOM	SOMETIMES	OFTEN	MOST OF THE TIME	ALWAYS
0	1	2	3	4	5

1. I thrive on action and adventure.
0 1 2 3 4 5
2. I seldom plan ahead. I dislike too much structure in my life.
0 1 2 3 4 5
3. I am naturally impulsive. I prefer to be spontaneous.
0 1 2 3 4 5
4. I welcome change and like variety.
0 1 2 3 4 5
5. I naturally like to take risks.
0 1 2 3 4 5
6. I am competitive by nature, I go all out to win.
0 1 2 3 4 5
7. I seek to create excitement in my life.
0 1 2 3 4 5
8. I believe the purpose of life is to be enjoyed.
0 1 2 3 4 5
9. I am naturally playful. I have a good sense of humor.
0 1 2 3 4 5
10. I value physical skillfulness more than intelligence and/or sensitivity.
0 1 2 3 4 5

Total Score: _____

NEVER	SELDOM	SOMETIMES	OFTEN	MOST OF THE TIME	ALWAYS
0	1	2	3	4	5

1. I am driven to understand things and events using logic and analysis.
0 1 2 3 4 5
2. I need to be valued for my knowledge and expertise.
0 1 2 3 4 5
3. I am good at developing strategies to solve problems.
0 1 2 3 4 5
4. I seek to develop competence in myself and others. I value intelligence.
0 1 2 3 4 5
5. I believe the purpose in life is to be successful at whatever one does.
0 1 2 3 4 5
6. I am an abstract thinker. I live in a world of ideas. I enjoy thinking.
0 1 2 3 4 5
7. If asked for my opinion, I am likely to offer constructive criticism.
0 1 2 3 4 5
8. I like to think about how things work - "cause and effect" relationships.
0 1 2 3 4 5
9. My head rules my heart. Logic is more important than feelings.
0 1 2 3 4 5
10. Others often see me as cool and unemotional. I dislike being emotional.
0 1 2 3 4 5

Total Score: _____



WHAT COLOR IS YOUR LEADERSHIP?

NEVER	SELDOM	SOMETIMES	OFTEN	MOST OF THE TIME	ALWAYS
0	1	2	3	4	5

1. I am naturally organized. I need order and structure in my life.
0 1 2 3 4 5
2. I need to be valued for being responsible, hard working, and dedicated.
0 1 2 3 4 5
3. I naturally respect authority and follow the rules.
0 1 2 3 4 5
4. I seek to develop responsibility and good behavior in myself and others.
0 1 2 3 4 5
5. I believe the purpose of life is to work hard and do what is right.
0 1 2 3 4 5
6. I am a practical person. I have a strong need for security.
0 1 2 3 4 5
7. I cherish the traditions of home and family and try to uphold them.
0 1 2 3 4 5
8. I like to make lists and follow them so I can get lots of things done.
0 1 2 3 4 5
9. I have a strong sense of right and wrong.
behavior. 0 1 2 3 4 5
10. I usually plan ahead. I like stability and predictability in my life.
0 1 2 3 4 5

Total Score: _____

NEVER	SELDOM	SOMETIMES	OFTEN	MOST OF THE TIME	ALWAYS
0	1	2	3	4	5

1. I seek to create harmony and cooperation among people. I hate conflict.
0 1 2 3 4 5
2. Relationships are the central focus of my life.
0 1 2 3 4 5
3. I naturally care about others' feelings and want them to care about mine.
0 1 2 3 4 5
4. I need to feel important and significant to those I care about.
0 1 2 3 4 5
5. I believe life must be meaningful. I try to make a difference in the world.
0 1 2 3 4 5
6. Harmony is essential in order for me to be productive and happy in life.
0 1 2 3 4 5
7. I need authenticity and honesty in my relationships.
0 1 2 3 4 5
8. I like to be seen as different and unique. I desire to express my *true* self.
0 1 2 3 4 5
9. I am a true romantic. I enjoy being affectionate and loving in my
0 1 2 3 4 5
10. I seek to develop the potential in others so they can be their best.
0 1 2 3 4 5

Total Score: _____

True Colors

BLUE

emotionally driven
seeks harmony in groups
enthusiastic
creative
sympathetic

GOLD

loyalty driven
respects rules and authority
responsible
organized
appreciative

ORANGE

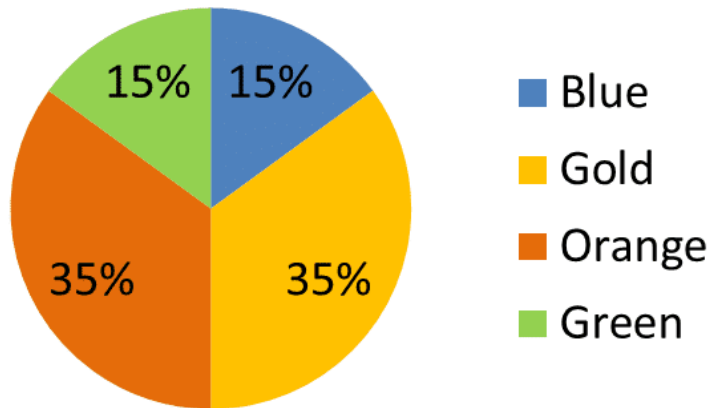
short-term driven
welcomes change and variety
adventurous
competitive
impulsive

GREEN

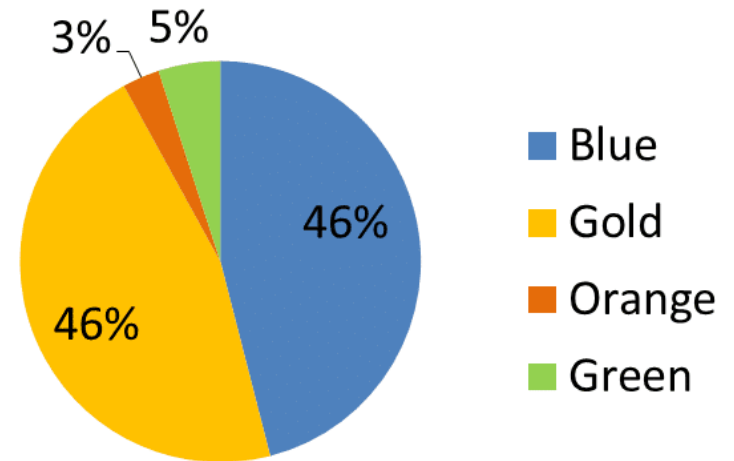
logically driven
independent thinker
focused
efficient
analytical

True Colors

General Population



Teachers



Kansas Commitment

Listen

Learn

Lead



Achieve the desired result!

Leaders *Listen*...

- Horizontally
- Vertically
- Internally

Game Plan

We all must ...

Learn

- Collaborate
- Read
- Reflect

Achieve the desired result!

Leaders *Communicate...*

- Honest
- Direct
- Timely

Leaders *Model*

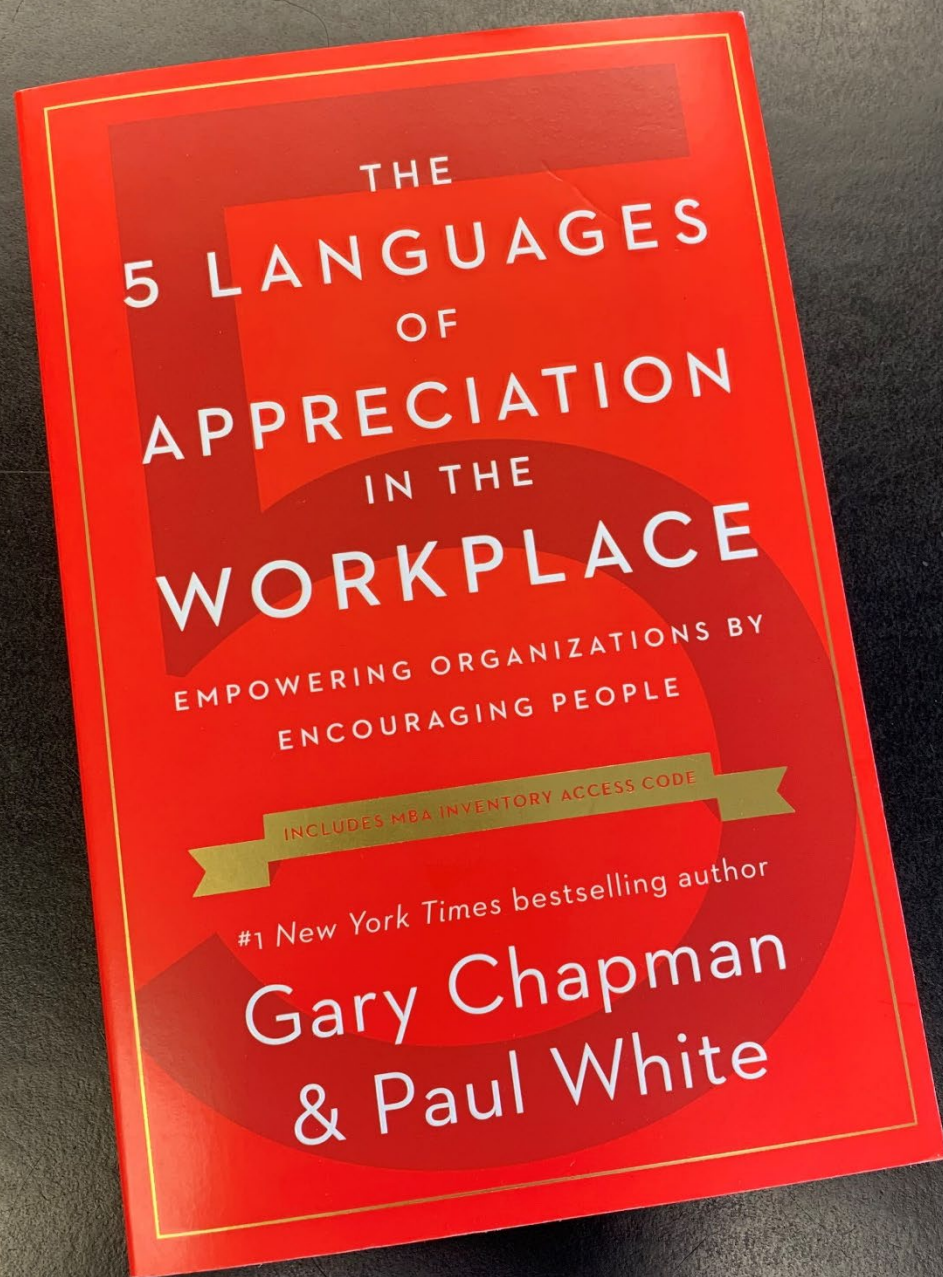
Are you a servant leader?



High Grace/High Truth

Grace

Truth



Impact of Engagement

High engagement in work yields...

- ☐ Better attendance (27%)**
- ☐ Less staff turnover (51%)**
- ☐ Fewer accidents on the job (62%)**
- ☐ Less employee theft (51%)**
- ☐ Higher customer ratings (12%)**
- ☐ Greater productivity (18%)**
- ☐ Increased profitability (22%)**

Words Matter

- ❑ Highest performing 5.6 : 1 (+ : -)
- ❑ Lowest performing 2.8 : 1 (- : +)

Final Considerations...

When team members begin to communicate authentic appreciation to one another:

- ☐ Relationship quality ↑
- ☐ Attendance ↑
- ☐ Productivity ↑
- ☐ Internal conflict ↓
- ☐ Employee turnover ↓
- ☐ Customer satisfaction ↑
- ☐ Supervisor/manager work enjoyment increases

(Peer ↔ peer and supervisor ↔ peer)

5 Languages....

- ☐ Relationships
- ☐ Relevance
- ☐ Words matter
- ☐ Actions are remembered
- ☐ Appreciation ➡ Engagement

1. Words of Affirmation

Praise for accomplishment

- ☐ **Affirmation of Character**
- ☐ **Spoken or written**
- ☐ **Tell me something good**
- ☐ **Letter home**
- ☐ **Notes on desk**
- ☐ **Public, work setting, private**

2. Quality Time

Personal, focused attention

- ☐ **Quality conversation**
- ☐ **Walk through**
- ☐ **Attend events/meetings**
- ☐ **Work collaboratively**

3. Acts of Service

Doing for others

- ☐ Service with, service for
- ☐ Take over a duty
- ☐ Find support
- ☐ Ask first
- ☐ Do it their way!
- ☐ Prerequisite – your work!

4. Tangible Gifts

Appreciation with assets

☐ SWAG

☐ Meals

☐ Time

☐ Gift cards

☐ Favorite treat



It is the thought that counts!  KSHSAA

5. Physical Touch

Limited appropriate application

- ☐ Pat on the back
- ☐ Firm Handshake
- ☐ Eye contact
- ☐ High five
- ☐ Hugs/presence

5 Languages of Appreciation in the Workplace

- ☐ Recognition vs. Appreciation**
- ☐ Blind spots**
- ☐ Virtual reality**

Morale Boosters

☐ Personnel

- Hire for the culture you desire
- Maintain expectations

☐ Communication

☐ Consistency

☐ Presence

☐ Collaboration

☐ Value diversity

☐ Establish norms

☐ Learn how to agree to disagree respectfully

☐ Celebrate success

☐ Common learning (book studies and more)

Positive Messages & Treats in mailboxes / on desks

- ☐ **"Pop'n with Pride" - package of microwave popcorn**
- ☐ **"Give yourself a hand! You're worth a grand!" - 1,000 Grand Candy Bar**
- ☐ **"Can't be beat! Enjoy a treat!"**
- ☐ **"Twizzler Tuesday"**
- ☐ **"Be sure to allow time for SNICKERS! - Snickers Candy Bar**
- ☐ **"You deserve an additional PAY DAY!" - Pay Day Candy Bar**
- ☐ **"Because you're a shining star!" - Starburst Candy**
- ☐ **"For the Mounds of praise you deserve!" - Mounds Candy Bar**
- ☐ **"For being so much fun to work with!" - Laffy Taffy Candy**
- ☐ **"For being so helpful in a crunch!" - Crunch or Kit Kat Candy Bar**
- ☐ **"Thank you for your commit-mint!" - Peppermint Patty or Any Mint**

Morale Busters

- ☐ Silence
- ☐ Inconsistency
 - Policy
 - People
 - Stakeholders
- ☐ Lack of Support
- ☐ Isolation/Silos
- ☐ Lack of Feedback
- ☐ Micro-managing
- ☐ Social Media

Team Building Activities

"Coming together is a beginning. Keeping together is progress. Working together is success." - Henry Ford

- ☐ **Inclusive staff meetings**
- ☐ **Minute for mission**
- ☐ **Social Climate Committee**
- ☐ **Activities / Challenges / Contests**

Tug of War, Scavenger Hunt, Amazing Race, Minute to Win It, Bracket Challenges, Jersey Days, Ugly Christmas Sweater, Charades / Guesstures, Heads Up (on cell phone)

- ☐ **Offsite Retreats / Activities**

Bowling, Putt-Putt, Lazer Tag – incorporate team building

- ☐ **Celebrations (holidays, birthdays, weddings, births, retirements)**
- ☐ **Book studies**
- ☐ **Crisis**

Resources

☐ NFHSLearn



Social Media Course

☐ The Five Languages of Appreciation in the Workplace (Chapman and White)

☐ Silent Colors

<https://www.kshsaa.org/Public/StuCo/Main.cfm>

☐ True Colors

<https://truecolorsintl.com/the-four-color-personalities/>



https://nfhslearn.com/courses/social-media nfhslearn.com

nfhslearn.com - Yahoo Search ... Social Media Course

NFHS NFHS.org NFHSLearn.com Sign In Register

COURSES NFHSLEARN FOR YOU USER LOOKUP HELP

< Back to Courses

Recommended for: Coach, Parent, Administrator

 **Social Media**
Elective Course

Description Course Outline FAQs

Please Select You \$ Order Course

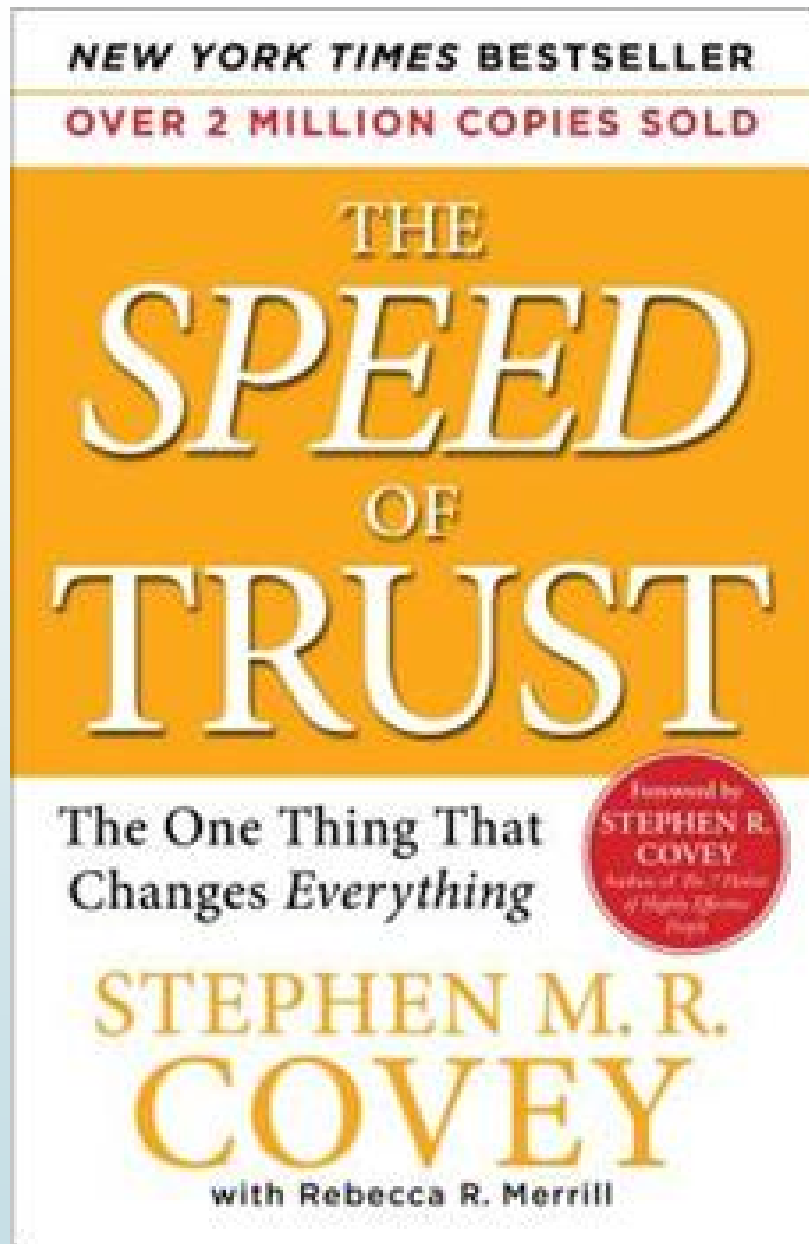
Description

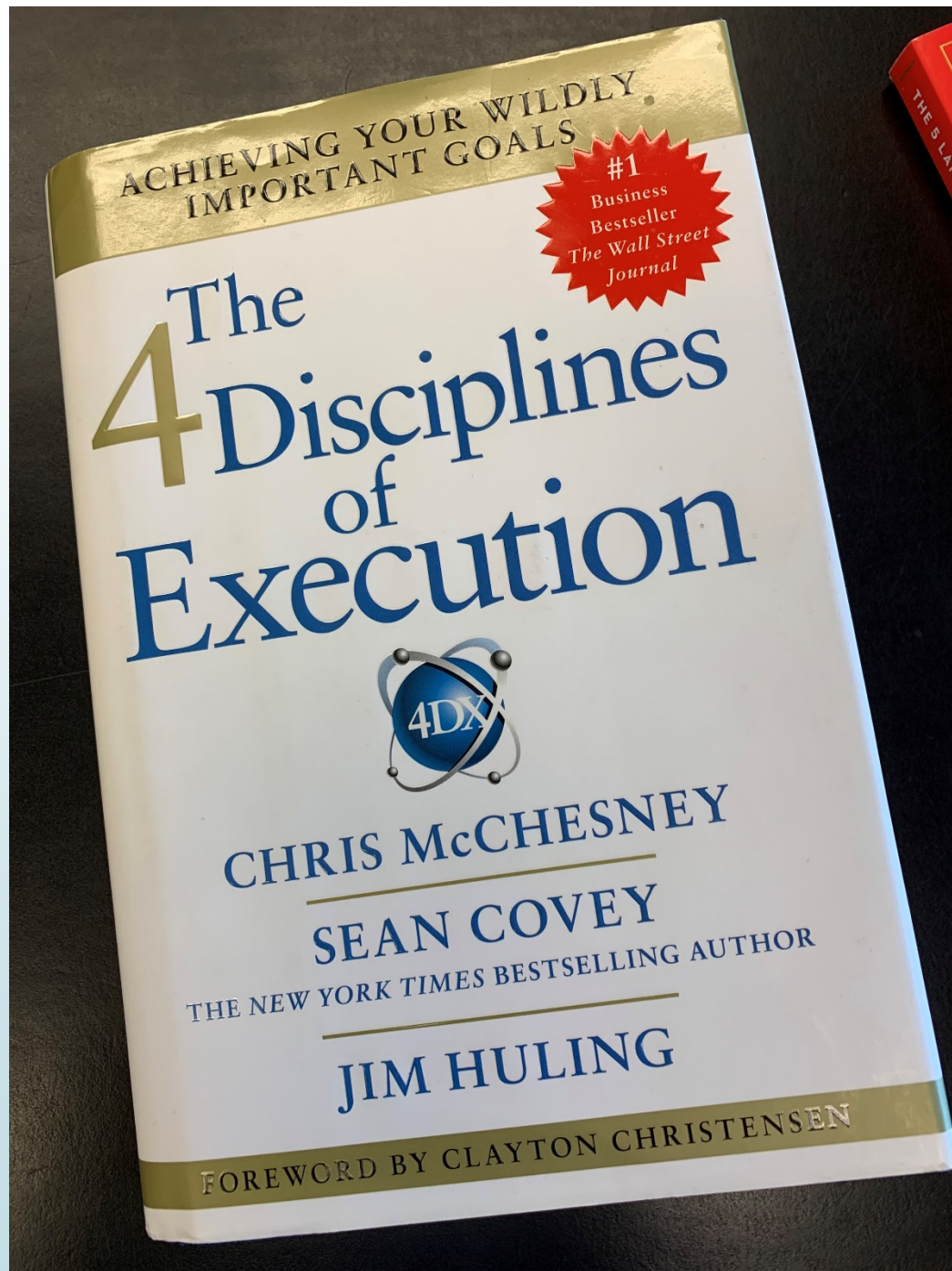
Through the use of social media, everyone now has the ability to be a mass communicator. This has greatly impacted the sports industry, including high school sports and activities. This course is designed to assist you in setting clear boundaries and guidelines for your students' responsible social media usage. It will help you in turning social media into a positive experience for both you and your students by framing social media as a tool that you can use to promote your program and your personal brand. Taking this course will help you stop fighting social media, and instead use it to positively impact your students and your organization.

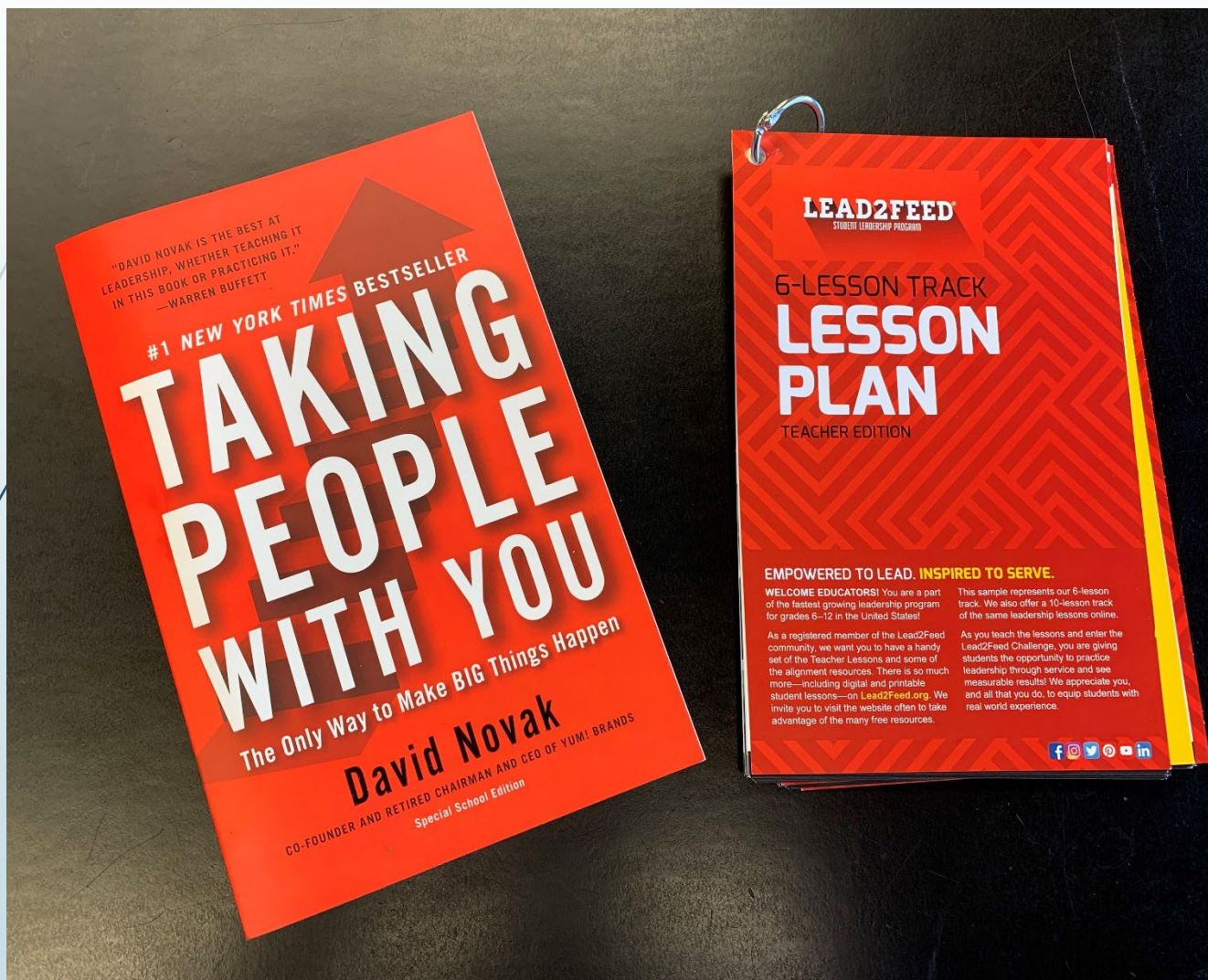


This Course Includes

- ✓ Approved for 1 Clock Hour
- ✓ Certificate of Completion
- ✓ Additional Resources



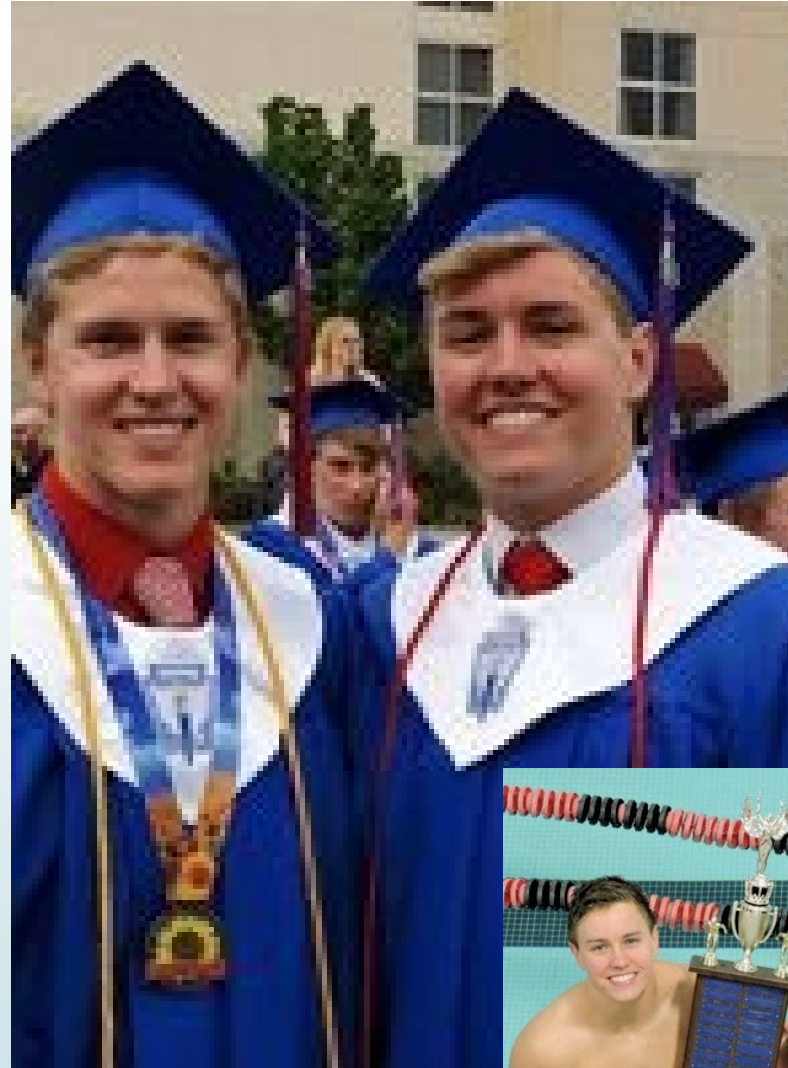




Candy Closing/Reflection Activity

"What about this session . . . "

- ☐ Reese's = was a perfect combination?
- ☐ Kit Kat = gave you a break?
- ☐ Heath Bar = led to "toffee" (talking) much?
- ☐ Rolo = will you chew on a while?
- ☐ Hershey Kiss = made you want to give a big ol' kiss to someone?
- ☐ Hot Tamales = set you on fire?
- ☐ Almond Joy = filled you with joy?
- ☐ Snickers / Laffy Taffy = made you giggle/laugh?
- ☐ Butterfinger = slipped through our hands?
- ☐ Pay Day / 1000 Grand = was worth the most?
- ☐ Twizzler = has your stomach in knots?
- ☐ Milky Way = was out of this world?





THANK YOU

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