



# Sample game plan, William Hardy— revealing and engaging / appreciating and caring

Participate in community-based activities with my co-workers to take advantage of potential synergies among work, community and self domains.

- How achieve better performance? I will leverage my existing relationship with my coworker Nicole, the chapter leader, to get more involved in my community through volunteer service. I believe this experiment will allow us, and Stephanie, who also reports to me, to develop more trust and a better understanding of each other as individuals and that this will lead to a better working relationship. The trust fostered through this experiment will allow us to be more open to suggestions and innovative ways of doing our jobs.
- Assistance / advice needed? I need to speak with Nicole, as chapter leader, to get a better understanding of the expectations that she has for me with regard to my volunteer efforts. I also need to complete the necessary hours of training for volunteering at Good Shepherd Residence.
- Obstacles? Both my work schedule and acceptance by others at work are major obstacles. My work schedule is unpredictable and may prevent me from volunteering on a regular basis. In terms of acceptance in the work place, I can imagine that there would be one of three responses if other co-workers found out about our volunteering: (a) supportive and want to participate themselves, (b) alienated that they were not invited in the first place, or (c) think it's strange that we are volunteering together outside of work.
- Is it really innovative? I have not spent much time with my co-workers outside of work previously. This will be a new experience. Nicole and Stephanie report to me so it will be a new dynamic to interact socially with them while maintaining a professional relationship at work.



# Sample scorecard, William Hardy

## Goals: Intended Impact

## Results: Measuring Success

## Action Steps

	Goals: Intended Impact	Results: Measuring Success	Action Steps
Work	<ul style="list-style-type: none"> <li>• Increase trust with co-workers Nicole and Stephanie</li> <li>• Better understanding of each other will lead to increased trust / new ideas, improving productivity</li> </ul>	<ul style="list-style-type: none"> <li>• Record in journal a measure of number of hours I spend with Nicole and Stephanie to prep for our volunteer work</li> <li>• Assess whether our relationship has improved by tracking the times we share information about non-work related material</li> <li>• Note if the number of creative ideas have increased after more volunteering sessions</li> </ul>	<ul style="list-style-type: none"> <li>• Talk to Nicole, who is the chapter leader of this community service event, and figure out compatible times when I can volunteer with her</li> <li>• Attend training for volunteering at Good Shepherd Residence</li> <li>• Come up with innovative ideas for work during this time, so that I can propose them if I feel like our relationship has improved and facilitates open communication</li> </ul>
Home	<ul style="list-style-type: none"> <li>• Family will be proud of me for volunteering</li> <li>• Will provide an additional topic to talk about since Mom and sister volunteer</li> <li>• Dad will be more inspired to volunteer after taking cues from me</li> </ul>	<ul style="list-style-type: none"> <li>• Family feels closer as a result of common interest</li> <li>• Family inspired to increase their own volunteer efforts</li> <li>• See if Dad becomes encouraged to do more community service based on my example</li> </ul>	<ul style="list-style-type: none"> <li>• Obtain journal to track my progress in one place</li> <li>• Continue learning about other volunteer activities from Nicole and other volunteers at Good Shepherd Residence</li> </ul>
Community	<ul style="list-style-type: none"> <li>• Enrich the lives of the girls at the Good Sheppard's Residence by commitment to their well-being</li> <li>• Increase my involvement in the community and feel like I'm making a difference</li> </ul>	<ul style="list-style-type: none"> <li>• Measure how many times I volunteer at the Good Shepherd's Residence</li> <li>• Track number of hours I volunteer in each session</li> <li>• Afterwards, assess whether I should volunteer more</li> </ul>	
Self	<ul style="list-style-type: none"> <li>• Make me feel better about myself since I will be helping out others</li> <li>• Reduce my level of guilt about not volunteering thus making me more relaxed and productive</li> </ul>	<ul style="list-style-type: none"> <li>• Assess whether I feel happier, more relaxed, and more at ease, by rewarding stakeholders to speak up if they see me in a bad mood</li> <li>• Record in journal if the source of mood is community service related</li> </ul>	



## Results of William Hardy's experiment

William is now volunteering at the Good Shepherd Residence with Nicole the first Monday of every month. After attending the Project Sunshine volunteer training, he has learned about many other opportunities to volunteer with children, which is something he has come to realize he has a passion for.

He has seen a “noticeable improvement in relationships with co-workers,” has been able to influence his father’s participation in community service, and feels as though he is making a difference in the community. He says that he has “learned to create much better overlap between his different domains” and as a result has increased both work, community, and self satisfaction.