



# Finding Your Sweet Spot: *How **Power**, **Passion**, and **Priorities** Spark Engagement*

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Founder and CEO, **WorkJoy**





Do you want to feel more engaged at work?



Do you want to work with engaged colleagues?



# COMMUNITY

Do you want both?

A high-angle, wide shot of a large crowd of people seated in stadium bleachers. The bleachers are filled with spectators of various ages and ethnicities, many wearing casual clothing like sweatshirts and jeans. The seating is arranged in rows with red and white striped railings. The overall atmosphere is that of a large-scale event or game.

You're in the right place!

# I'm Tina


- 20+ years as talent/sales/ops leader
- Founder/CEO of WorkJoy - coaching, training, and workplace consulting
- 2x *DisruptHR* closing speaker, LinkedIn *Talent Connect* speaker, and regular at conferences and corporate meetings
- Adjunct business school faculty at Loyola Marymount University
- Graduate of the University of Virginia and University of Michigan (MBA)
- Live in Los Angeles, CA with husband and two parrots





## Our 25-Minute Plan


1. Reframe engagement
2. Introduce the 3Ps' "sweet spot"
3. Discover and bring to life the 3Ps for yourself...and within your organization

A person is sitting on a wooden pier that extends into a calm lake. The lake's surface is still, reflecting the surrounding landscape. In the background, there are steep, forested mountains with some rocky peaks. The sky is a pale, overcast blue. The overall mood is peaceful and contemplative.


When did you last feel truly  
engaged in your work?



We know a lot about (dis)engagement...

A young child with dark hair is lying on their back on a light-colored wooden floor. Their arms are extended upwards, and their hands are reaching towards a large, bright red heart-shaped cutout that is placed on the floor directly above them. The child is wearing a light green shirt with a pattern of small, dark green handprints and the number '5'. The scene is captured from a high angle, looking down at the child.

Only 31% of U.S./  
Canada employees and  
only 15% worldwide  
are engaged at work

A photograph of a business meeting around a round wooden table. Several people are seated, with their hands and arms visible. One person is holding a pen, and another is pointing at a document. The documents on the table appear to contain charts or graphs. The lighting is warm and focused on the table.

Managers account for  
70% of the variance in  
employee engagement

A hand holding a pair of gold-rimmed glasses. The background is a blurred city street with buildings and trees. A semi-transparent white circle is overlaid on the right side of the image, containing text.

50%+ of U.S. employees  
are searching for new  
jobs or watching for  
openings

Source: Gallup, State of the Global Workplace, 2017

A lightbox sign with three rows of letters. The top row says 'GOODBYE', the middle row says 'FRIENDS', and the bottom row has a heart symbol. The sign is on a light-colored table. In the background, there are dark chairs and a blurred office setting.

GOODBYE


FRIENDS



27% of employees  
voluntarily left  
their jobs in 2018

Source:

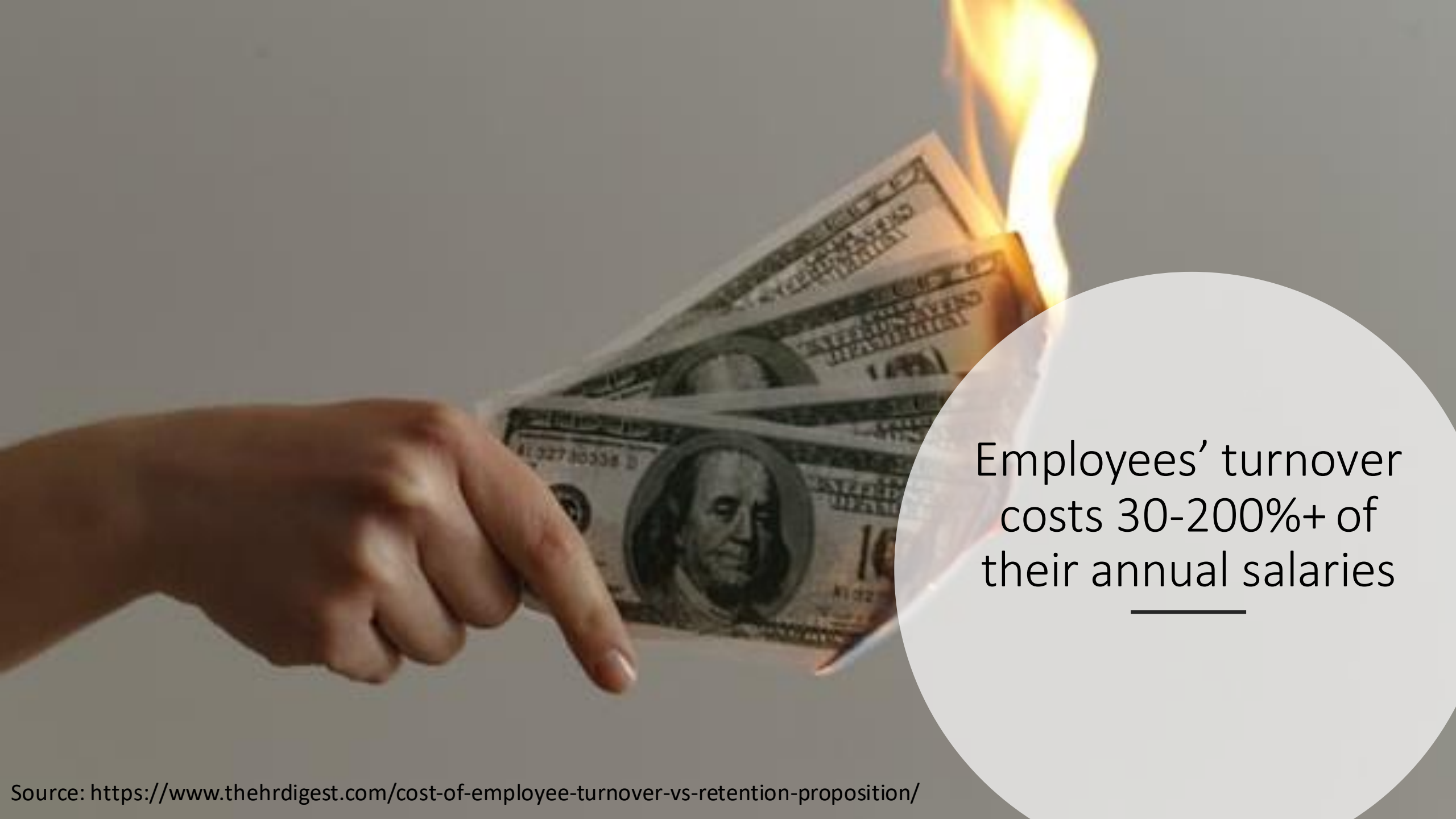
<https://info.workinstitute.com/hubfs/2019%20Retention%20Report/Work%20Institute%202019%20Retention%20Report%20final-1.pdf>

A silhouette of a person stands in an arched doorway, looking out at a vibrant sunset over a body of water. The person is holding a suitcase. The sky is filled with colorful clouds in shades of orange, yellow, and blue. The water reflects the colors of the sky.

Turnover up 88%  
2010-2018

Source:

<https://info.workinstitute.com/hubfs/2019%20Retention%20Report/Work%20Institute%202019%20Retention%20Report%20final-1.pdf>



Employees' turnover  
costs 30-200%+ of  
their annual salaries

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What we've  
been trying  
isn't working

*Fit Matters* offers hope, inspiration, and practical tools for finding joy, meaning, and engagement at work.

— Daniel Pink, author of *Drive* and *To Sell Is Human*

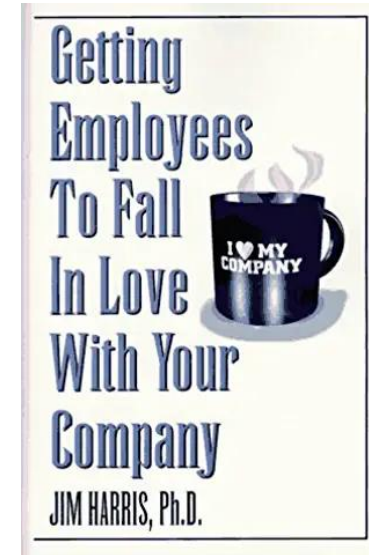
# FIT MATTERS

HOW TO LOVE YOUR JOB



MOE CARRICK  
CAMMIE DUNAWAY

Foreword by Pat Wadors, SVP Global Talent Organization, LinkedIn



## We're Told to Love Our Workplaces and Our Jobs

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A hand holds a white, multi-layered picture frame in the foreground. The frame is positioned to capture a view of a coastal landscape. The background features a grassy cliff on the left, a sandy beach, and the ocean with waves under a cloudy sky. The text "Time to reframe engagement" is overlaid in white, centered horizontally.

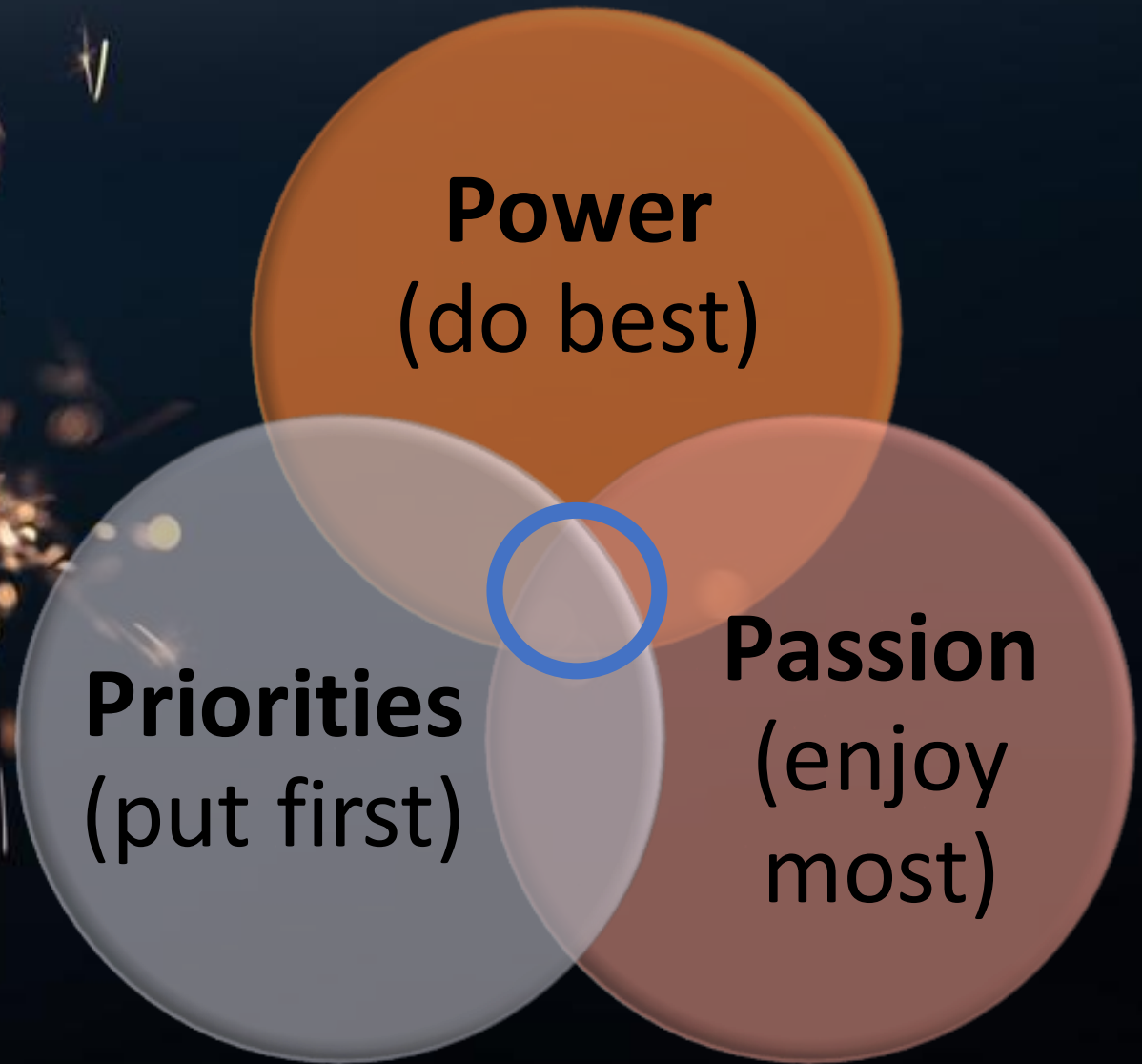
Time to reframe engagement



What becomes possible  
if you are in love with  
*what you are doing?*

**Engagement:**

*the intersection  
of the  
**three Ps***

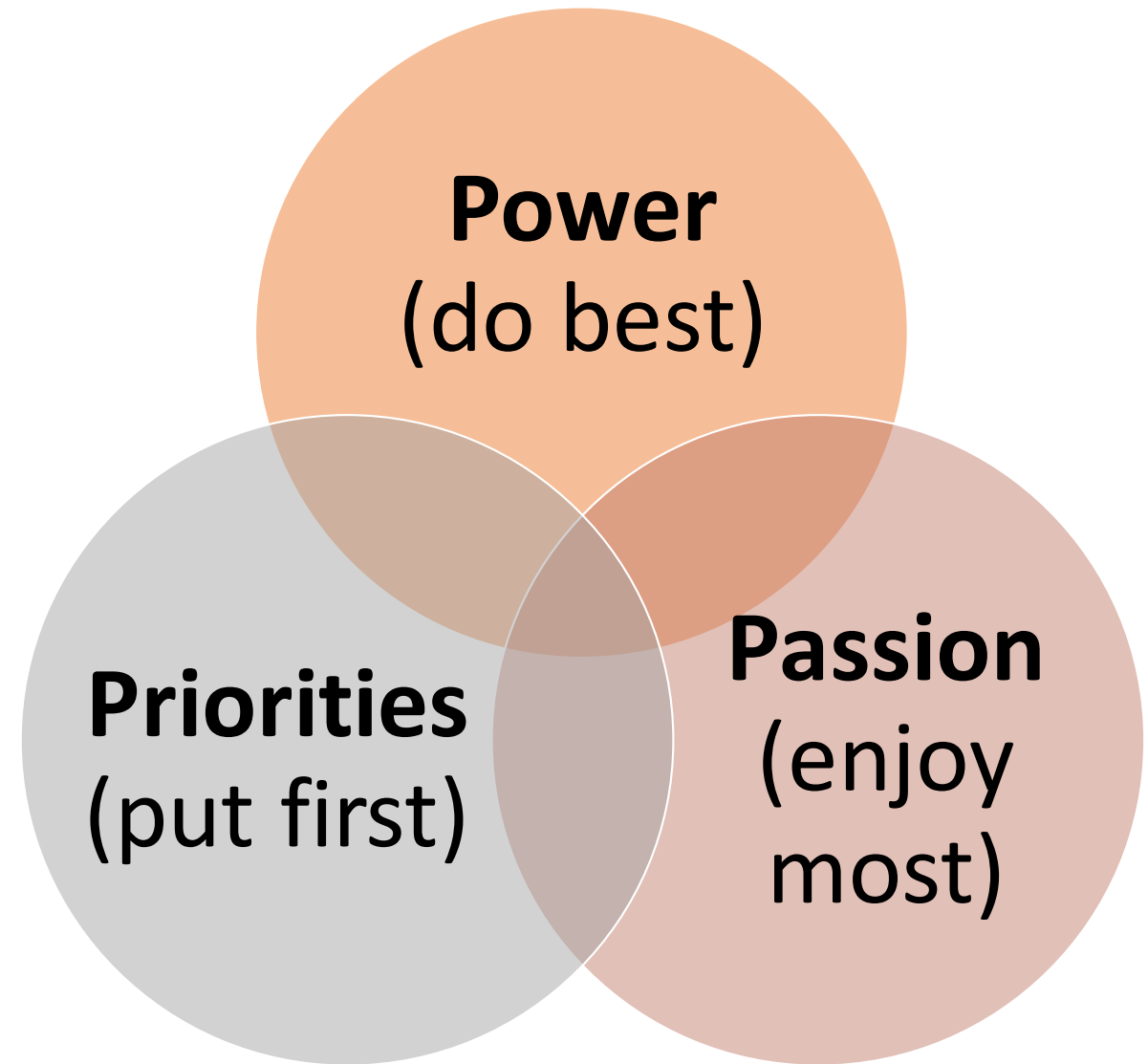




*Our job as leaders:*

to help humans  
(including ourselves)  
identify and explore  
their 3Ps sweet spot

(super) **Power:**  
our skills,  
competencies,  
experience, and  
what we're known for



# Unleash Your Powers

- ✓ What do I do best?
- ✓ What am I good at?
- ✓ What am I known for?

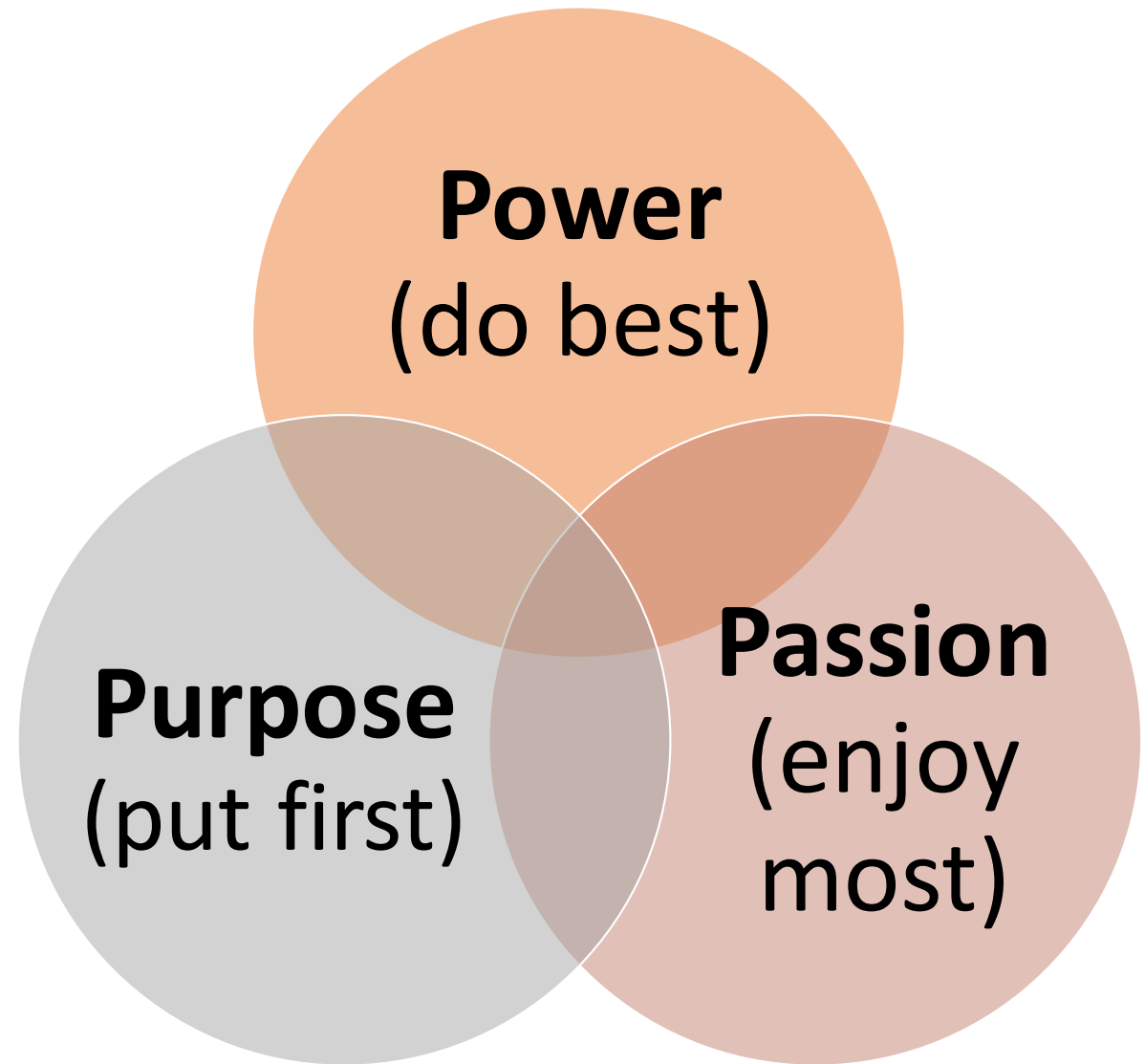


# Power Not Flowing?

- ✓ Revisit your performance reviews
- ✓ Read your LinkedIn recommendations
- ✓ Ask your peers



**Passion:** what brings us joy,  
lights us up, and makes us  
look forward to Mondays



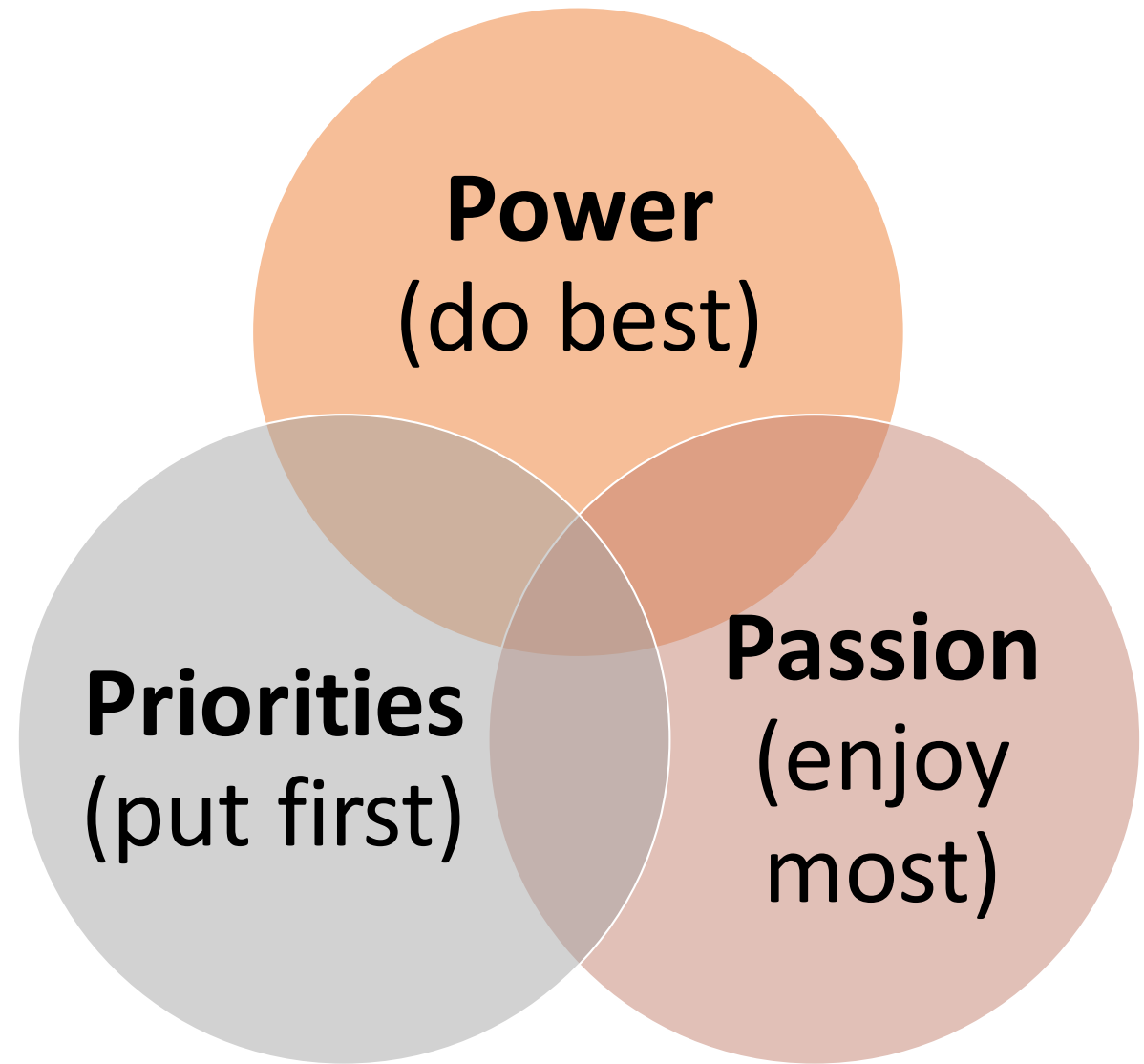
# Uncover Your Passions

- ✓ When am I in flow (in the “zone”)?
- ✓ What would I do even if I didn't have to or wasn't paid to do?
- ✓ When do friends/family say I am at my best?



# Priorities:

what we stand for,  
our values, what guides  
our decisions



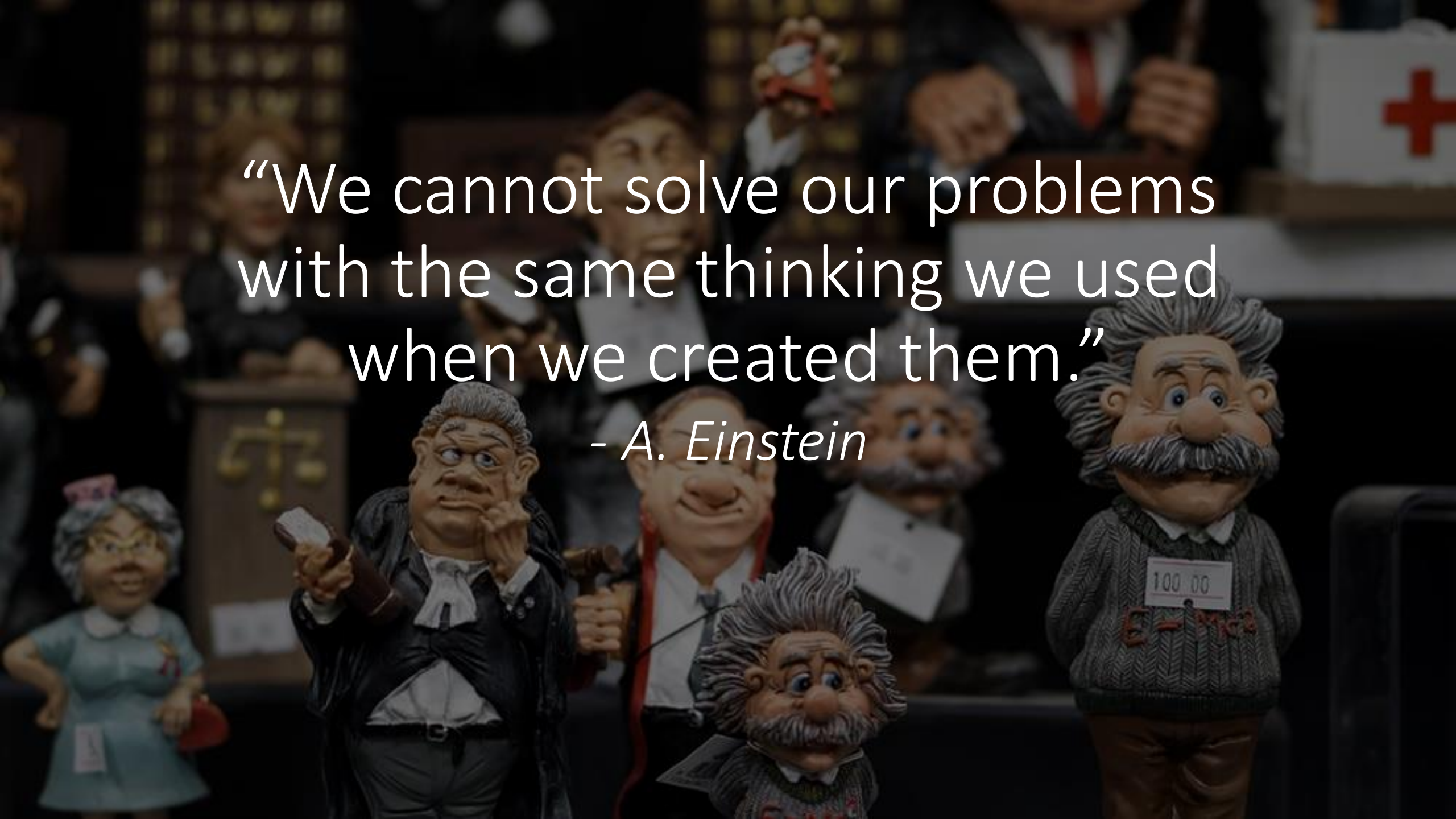
# Unlock Your Priorities

- ✓ Achievement / relationships / security / balance / autonomy / spirituality / play / authority / impact / integrity / fulfillment
- ✓ All of these are purposeful
- ✓ What's most important to you?

A large white number 1 inside a white circle on a red background. The circle is centered on the right side of the image, and the number 1 is positioned in the middle of the circle. The red background has a subtle texture and some horizontal lines at the bottom.

“We cannot solve our problems  
with the same thinking we used  
when we created them.”

- A. Einstein





What's *one thing* you will change to feel truly *engaged*?



## Recommendations for Individuals

- **LEARN** yourself – become more aware of your 3Ps, look inward, do “the work”
- **ASK** for what you want – don’t assume you can’t get the role / project / schedule / opportunity
- **MOVE** towards engagement – take baby steps if you can’t leap



## Recommendations for Leaders

- **LEARN** the 3Ps of your people – be observant and truly listen
- **ASK** 3Ps questions – how can we better optimize your powers? What are your favorite parts of your job? What corporate aspirations best align with your own priorities?
- **ROLE MODEL** 3Ps alignment – know yourself, act upon your awareness, and be a mentor for others



## Recommendations for Organizations

- **BUDGET** incentive \$ for self-awareness education – not just kombucha and t-shirts
- **ENCOURAGE** diverse opportunities – optimize your humans flexibly and don't keep them stuck in dis-engaging work
- **HIRE** the already engaged – those who love what they do will be more likely to enjoy doing it for you

# What We Learned

- ✓ Engagement at work feels *great and is possible*
- ✓ *Loving what we* do is a critical first step
- ✓ The key = the 3Ps *sweet spot*:  
**powers + passion + priorities**



Want to chat about  
engagement?

[tina@workjoycoaching.com](mailto:tina@workjoycoaching.com)



Thank  
You