



TAMPA BAY PARTNERSHIP CEO

BEMETRA SIMMONS WITH HOST DON YAEGER

(5:10) True competitors are not trying to beat someone else, they are trying to be the best they can be, and the by-product is that you _____.

(7:55) Is this person _____ by public recognition, money, or time off? Once you understand that about someone, you can get the best out of them.

Reflection Question: Understanding what motivates your employees is crucial for creating a positive and productive work environment. Which of the following questions could you ask you ask an employee in a one-on-one this week?

- What aspects of your job do you find most fulfilling and enjoyable?
- If you had the opportunity to work on any project, what would it be?
- When do you feel the most energized and engaged during your workday?
- How do you prefer to be recognized for your hard work?
- If you could change one thing about our company culture, what would it be?

(26:45) Assume _____. Just because you heard it in a certain way or you were offended, it is always good to re-read it.

Reflection Question: Think of a situation that frustrated you at work. What specific factors triggered your emotional response in that situation? What strategies can you develop to maintain composure during challenging situations in the future?

Answers:

beat other people
motivated
positive intent

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