**Practice Protocol for LANLF Evaluation Institute – May 6, 2021**

Goal 1: To find out what people consider **important** for them to feel joy in their work.​

Goal 2: To understand what employees experience as **preventing** joy of work. ​

Goal 3: To find out what individuals consider is **within their power** to do to find joy in their work. ​

Goal 4: Find out what **the organization can do** to foster joy in work.

12:45 pm **Introductions** and verbal consent. Purpose of the project, what will happen with the data, etc.

**Icebreaker**: Let’s start by sharing **what joy means to you**. Please respond on the [Jamboard](https://jamboard.google.com/d/1IMM2M6Drn4FMtwyeurQxFBRwZ3XN07rncl3w_QAXQO0/edit?usp=sharing) using either the textbox, the google image, or the pen. I will start. Joy to me is an afternoon hike in the sun with a cool breeze.

[Materials needed: [Jamboard](https://jamboard.google.com/d/1IMM2M6Drn4FMtwyeurQxFBRwZ3XN07rncl3w_QAXQO0/edit?usp=sharing)]

12:55 pm **What are three things that will make a great workday for you?** Let’s add a few items to this Jamboard to illustrate what makes a great workday for you. Please take the next 3-5 minutes to add icons, text, or sticky notes to the [Jamboard](https://jamboard.google.com/d/1IMM2M6Drn4FMtwyeurQxFBRwZ3XN07rncl3w_QAXQO0/edit?usp=sharing). For example, you may wish to add a coffee if your best days start with a coffee. If you do not wish to share on the [Jamboard](https://jamboard.google.com/d/1IMM2M6Drn4FMtwyeurQxFBRwZ3XN07rncl3w_QAXQO0/edit?usp=sharing), please send ideas directly to me in the chatbox.

[Materials needed: [Jamboard](https://jamboard.google.com/d/1IMM2M6Drn4FMtwyeurQxFBRwZ3XN07rncl3w_QAXQO0/edit?usp=sharing)]

**Share highlights:** Would anyone like to share why they added their items with the rest of the group?

**(Goal 1**)

1:10 pm **Speed Round.** Now let’s partner up. I will send you into breakout rooms to come up with a few bullet points to jot down on the [Jamboard](https://jamboard.google.com/d/1IMM2M6Drn4FMtwyeurQxFBRwZ3XN07rncl3w_QAXQO0/edit?usp=sharing). You will have 2 minutes per question and I will bring you back in from the break out rooms after those 2 minutes. Are there any questions before we begin? Great:

Question 1. Discuss with a partner: a time when you felt really happy at work, and what made that happen.

Question 2. Discuss with your partner: When you’ve had a hand in making a day great, what did it look like?

Now, looking at the responses posted on the board, does anything else come to mind or was there anything else you didn’t have time to write down? (Charla takes notes of the additional comments)

[Materials needed: [Jamboard](https://jamboard.google.com/d/1IMM2M6Drn4FMtwyeurQxFBRwZ3XN07rncl3w_QAXQO0/edit?usp=sharing)]

(**Goals 1&3)**

1:20 pm **Are there everyday frustrations that corrode your sense of joy? If yes, what are they?** Let’s add a few items to this Jamboard to illustrate what makes a notsogreat workday for you. Please take the next 3-5 minutes to add icons, text, or sticky notes to the [Jamboard](https://jamboard.google.com/d/1IMM2M6Drn4FMtwyeurQxFBRwZ3XN07rncl3w_QAXQO0/edit?usp=sharing). If you do not wish to share on the [Jamboard](https://jamboard.google.com/d/1IMM2M6Drn4FMtwyeurQxFBRwZ3XN07rncl3w_QAXQO0/edit?usp=sharing), please send ideas directly to me in the chatbox.

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**Share highlights:** Would anyone like to share why they added their items with the rest of the group?

**(Goal 2**)

1:30 pm **Plus and deltas:** We are getting close to the end of our focus group, but before you head out, I want to spend some time discussing the positives and potential areas for improvement within your organizations. What does your organization do that makes the workplace a worthwhile place to be? What would you like your organization to do to make the workplace a worthwhile place to be?

[Materials needed: [Jamboard](https://jamboard.google.com/d/1IMM2M6Drn4FMtwyeurQxFBRwZ3XN07rncl3w_QAXQO0/edit?usp=sharing)]

**(Goal 4)**

1:45 pm **Closing.** Thanks for feedback and happy Thursday!