

3 on 13

3 things from EP
to make life
better.

DECEMBER 13 · 2023

Emanuelson-Podas produces the **3on13 Newsletter** on the 13th of every month in the hopes of putting in your hands three things that will help make your life better. Entries may include quotes, reminders, jokes, random recipes, book recommendations, advice, or anything else that might make you think, make you smile, or make you a better, happier human being. **Got something worth sharing? Send it to 3on13@epinc.com**

1 | The Science of Teamwork

[Anita Williams Woolley](#), a psychologist at Carnegie Mellon University, studies the science of teamwork. She's found that some of the things we commonly associate with great teams — individual intelligence, and a feeling of cohesion and camaraderie, for example — are not always good predictors of what makes for great teams.

So, what characteristics DO predict effective teams? How do great teams come together? Do yourself a favor and [check out this Hidden Brain podcast](#). It presents fascinating, research-driven insights that are full of surprises, and are worth every minute of listening. You'll walk away looking at your own teams — and your own behavior on the teams — differently.

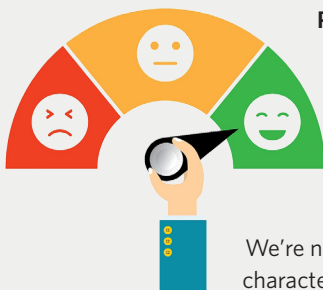


2 | Are You Exhibiting EGBs?

The characteristics that make up an effective leader are many: self-awareness, communication, vision, humility, authenticity, discernment, and many more (including [being able to laugh at oneself](#)). But today we're talking about energy.

The correlation between EGBs — that's Energy Giving Behaviors — and team performance is undeniable. Quite simply: leaders that are blah, uninspired, and without passion lead teams that exhibit those same characteristics. (EGBs have made their way into the world of collegiate sports, getting major emphasis and tracking from the likes of [Furman University](#) and visionary hoops coach [Shaka Smart at Marquette University](#).) Some highlights:

Grateful = Happy = EGBs: What's your day-to-day demeanor like? Most of us are lucky to have good jobs, and probably even jobs we like. So what's the problem? Why so grouchy? Being grateful leads to happiness. And happy people deal out EGBs like crazy.



Passion is Inspiring: When challenges come along, how do you react? Head-in-hands exasperation? Or with passion to find the right solution? We have a choice here, and our colleagues are watching.

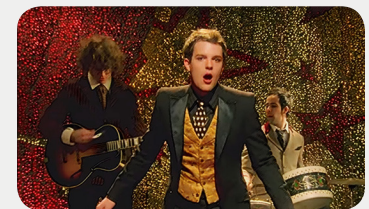
Nix the Complaining: We all do it, and we all need to check ourselves. It's contagious and is the opposite of exhibiting an EGB.

Remember to Celebrate: Hand out recognition quickly and without restraint. Celebrations (big and small), praise, and encouragement are easy, and make for impactful, contagious EGBs.

We're not talking about being a cheerleader here; we're talking about modeling a set of behaviors and characteristics that encourage the best effort from those around you.

3 | Odds and Ends:

- The Word of the Year [has been announced](#). Your challenge: use it in a sentence (out loud) today.
- Ready to feel old? "Mr. Brightside" just turned 20. [Here's why the song still resonates](#).



emanuelson-podas
consulting engineers

952.930.0050 | epinc.com