



QUIZ #2 TEXT REPORT - Inspire and Engage – “Think Expansively About Your Moonshots”
Daniel Kim, Director, California Department of General Services

Personal: To advance personal growth, skill or awareness:

1. I set clear goals for myself and a plan of implementation
2. I show verbal and emotional support to my family and friends.
3. I encouraged my siblings to achieve their educational goals. They've been putting it off for a long time, and now they are signing up for college.
4. Motivate – motivating someone to achieve success on their own merit. Setting goals and working through them may be difficult, but the reward of their own success is profound.
5. I apply these skills by personally making sure I set clear, reasonable and achievable goals and sets time deadlines to accomplish these goals.
6. I am a foster parent, I think about the future for my foster children and their families. I think how I can help them now and make it last into the future as well.
7. I involve, engage, and motivate my daughters to achieve their everyday goals. Both my husband and myself give rewards on completion of their homework, assignment, or meeting any goal on time. I challenged them to be you and explore things. Nimer, my first child is already applying Sticky notes activity in her Leadership class that she learned at Cal-IPGCA kick-off meeting. She told me it's interesting to gather people's idea. I will do this more often. I practice kindness with them and told me always be kind, be strong, and be mindful. Help as much as you can, you can learn new things. I celebrate their success.
8. I purchased and read the ‘Sprint’ by Jake Knapp to gain a better understanding of processes used by the cohort.
9. I engaged my brother to help me think of new ways to work on my resume to help me achieve my goals of promotion. I decided to engage my brother, who works in the private sector for new ideas.
10. Working with groups within my community by walking alongside those working to achieve goals in their lives.
11. Began mulling over what is my why. Haven’t had a breakthrough but it has triggered other areas to start mulling over. It feels like a snowball that is just starting to coalesce.
12. I motivate loyalty to a plan when times get rough or when everyone else wants to give up on a goal or activity.
13. Someone recently referred to my “whole deal” as “aggressive positivity.” I work hard to see the best in my situation and to help others get there too. My life has not been easy or linear and there are many times when I have felt like a wretched failure, but I have focused myself on reframing and creating a reality that I could be proud of and happy with and I have achieved that.
14. Motivated cohort to moonshot mission and challenged them to achieve goals



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15. I celebrate successes by telling people how much their efforts impacted me in positive ways
16. My why is to help people, so I have started and run a non-profit to help the youth. I change
17. My only true success of inspiring on a personal level is how my daughter “turned-out”. I believe I have been a person of action, vice words; she [my daughter] has walked a similar path.
18. Celebrated my daughter's straight A's as an accomplishment and not just an expectation.
19. For my younger daughter, she's motivated to remodel her room and it is a hard project. I've celebrated her incremental progress and made some of the tasks fun. For the team I coach (soccer), we played tough but lost a few games - I challenged each of them to grow from the experience, to dig down deep and think about how they can personally improve to help the team and themselves. In the end, we celebrated with a fun practice to reward the effort but also reinforce the continued growth.
20. Personally, I have always thought I could do anything I set my mind to, but after some reflection, I still stay within the bounds I've typically observed and adhered to. This video was a good reminder that I can work with my family to go beyond what is expected and remove myself from the expectations I have of myself. I can do more.
21. These skills were applied to various volunteer projects in which I participated. I was motivated in my commitment to the tasks that were placed before me to engage those who were part of the project team in order to ensure that we had an outcome that met the needs of those who could be considered stakeholders.
22. At home and church I am always dedicated and passionate about goals and plans. Celebrating successes is crucial especially with parenting..
23. Intrinsic motivation is a strong motivator. I know I have bigger dreams for myself. I'm sharpening my skills to get to next stepping stone towards my goals.
24. Though I have been doing a level of this to some degree prior to this cohort, it has reinforced and advanced the un-shackling of my imagination to see possibilities as greater than I previously thought in my life.
25. When working towards goals to advance personal growth, I think of feeling inspired and engaged at the end of my day. My daily interactions have a goal, and that is, making my daily interactions meaningful. To me thinking expansively means, thinking with an innovative open mind constantly questioning things, a mind that is filled with diverse opinions and expertise from others. Diversity of skills will help all of us advance and achieve things at higher standards and with excellence. When it comes to developing self-awareness, I consider my employees careers and my department's interests equally. If we coordinate efforts to solve problems, there has to be a mutual interest otherwise individuals won't feel inspired to act.



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26. No

27. Yes! Thinking big and positive is important for growth and sustained effort. The books I read and recommend, as suggested by others as well as the ideas shared, are part of keeping my mind agile and ever expanding. I do believe we have to keep learning, growing and expanding our minds to what is possible and then do it. This impacts personal relationships as well.

Professional: professional development or work related:

1. I set new goals to achieve for my work plans, even if I don't have all the steps delineated yet
2. I lead teams and projects by promoting positive recognition and inspiration on goals and outcomes.
3. As the Base Camp Manager for Cal OES, I encouraged my staff to excel in their work. I check in with them often to make sure they have the tools they need to be successful.
4. Encourage – Encouraging a co-workers to reach for something that they thought was not possible, but encouragement and support builds self-confidence and growth.
5. Just like applying these skills in my personal life, I make sure that the people I work with are committed to the task at hand to make them feel like they own the solution and outcome of the task.
6. I developed multiple surveys to achieve our Workforce Planning Initiatives. I used persuasive style to tell the employees that the intent is to make our employees happy, feel valued, engaged, enhance their personal and professional skills, and connect them to the mission of the organizations. I challenged and inspire other and myself to do our best and achieve our organizational goals.
7. I missing assignments to employees, I've tried to tie the work to their particular strengths in explaining why I chose each firm the particular assignment.
8. I forward the notice from Bekah for this LMS topic to my supervisor and verified she was receiving the notices.
9. Working on a project I met with programmers in a small one on one meeting to engage and think of new ways to update vehicle records and think outside the box.
10. As basically the office manager for my group, I'm interested in revamping all our internal guides and training materials to streamline office processes. I've been working with our chief of staff to explore these ideas and with the rest of our office to understand the challenges and pain points to develop solutions.



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11. Helping staff to see their place in our organization and pointing out the value they bring. We celebrate success together and it makes us stronger.
12. Read the DOE mission statement and realized it is what DOE does not why it does it. The DOE procedures project is a way for us to document how we do things but not why we're doing them. Started questioning how will I know if my why aligns professionally if I don't know what their why is?
13. I trained supervisors/managers last week encouraging them to try and resolve disputes at the lowest level, that they have the ability to resolve issues and we will assist them.
14. I discuss with others what's their "why" to keep motivation.
15. This week I tried to actively connect with and support my coworkers. We are all experiencing a busy season and I want to motivate others and myself to stay focused and continue to produce quality work. Those of us who are not as busy can check our teammates' work and provide assistance. The whole team excels.
16. Applied these skills in work environment with coworkers and clients
17. We just released CA Water Plan Update 2018 in the context of informing Governor Newsom's Water Resilience Portfolio. We celebrated this accomplishment with the Water Plan Team and emphasized this unique opportunity.
18. I motivated loyalty by reminding people of our responsibility to provide good customer service and to solve problems
19. I challenge coworkers to understand where they want to be and do and what their plan to get there is. Connect them with contacts to help them with information or guidance.
20. By being the best I can be at the subject(s) I am charged with, I believe I can motivate employees around me to recognize their role / responsibility in continuity planning and disaster response.
21. Motivating others on the Credit Card Project
22. I have a staff member who is not 100% comfortable utilizing the MS Excel software, I had her take some online training and then assigned a task that utilizes the software. She is now becoming more comfortable with using it.
23. Inspired coworkers to focus on our successes rather than the failures of the project
24. I've set high expectations for my branch and encouraged them to communicate any pitfalls they see in "the plan". I've talked to the team about the value of their work and the value of each of their contributions and expertise.



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25. After some reflection, I realized I've always played within the process- I'm a bit of a wave maker because I want to know why things are done a certain way, and if there's not a good reason I try to do something else, but I've always stayed within the bounds of the process/procedure. I've not taken much time to question the whole process/procedure itself, and I'm looking forward to this expanded view of what we can accomplish when we look at the whole system and not just how we play within it.
26. A number of projects in which I had to deliver a good product, I encouraged participants to address a number of tasks that had to answer a number of issues that required resolution before the overall project could be finished. I encouraged interest and focus upon the goals that we wanted to achieve. Clarity of functions were established and coaching for a desired outcome was indicated as we progressed. There were challenges, but we addressed the barriers with energy to overcome them one or two at a time.
27. The office culture I am in is amazing. We always develop one another, challenge each other, celebrate our successes and find ways to stay connected so no one is an island.
28. Being on the Blackboard LMS project, launches me in a position to share the big picture impact with various stakeholders, customers, decision makers. It allows me to think strategically how to motivate other by identifying what's in it for them when Blackboard GO LIVE so everyone stays on track to complete their assignments within tight deadlines.
29. I am re-imagining projects for which I am responsible, seeking higher, and farther reaching results with greater impact both inside and outside the DMV.
30. I challenged my staff to create their own moonshots for our unit. I want them to think of ways we can improve our daily lives, processes, procedures, etc. and how we can innovate for the future.
31. I continually apply these skills when leading others in my work environment. I have used the technique of the power of “why” to lead others to think about their purpose in the work they do. It is helpful for team members to question why they do it because it brings understanding about how this impacts their lives and what they can learn from it. We have done team building exercises where we have an open discussion of their daily interactions with taxpayers over the phone and the type of situations they bring forward when examining their cases. This has brought deeper understanding and meaning, moreover, after completing their team building activity, I received positive feedback, staff were reporting they had never realized how much of an impact they were making and how good that made them feel. When you are able to connect with others through these activities, you are transforming their lives and as a result creativity is transpired into their work which as a result it advances their personal growth.
32. Motivated our SME's to strive for greater achievements through special projects.



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- 33. I do this already with my staff.
- 34. As a team project leader at work, I constantly reflect upon how I feel and how I can change that to be positive and inspiring. In turn, this impacts others in their attitudes and achieving the goal before us. I explain how what we do is relevant. Everything is interconnected. Celebrating success is essential and part of creating a team and human centered positive process outcome!

Innovation Project: In the development of your teamed innovation project:

- 1. I provide positive feedback and support of inspiring ideas.
- 2. I've dedicated myself to the mission of my team and our moonshot.
- 3. Connection – Working together collaboratively builds connections and allows for “safe” environments to open up and share ideas.
- 4. By thinking outside the box (thinking expansively), applauding and appreciation any team member who put forth a solution to a problem. By listening to team members viewpoints and making sure those viewpoints mean something to me as I reassess my own thinking.
- 5. I ask their personal and professional "WHY" and help them to make a connection.
- 6. During the initial cohort meeting, I was blessed to meet a fellow participant and kindred spirit, Morgan. Our shared excitement and friendliness were beacons that drew us to each other. Though we were not selected for the same IP topic aka team, we are providing each other with moral support and communicating outside of the cohort activities and later were assigned to the Innovative Force. I purchased the resource ‘Sprint’ by Jake Knapp and after reading it I thought it very useful to understanding the cohort process therefore, I purchased another copy to give to Morgan to assist her in our shared journey.
- 7. I've been thinking about being more expansive with our project. Currently at CalOES there is a small team that goes out to different departments to help with their continuity planning. Is there a way to not only make that team bigger and have more resources, but to give departments the internal capacity to have their own person that focuses on continuity planning, as well as some kind of mechanism/guidelines to make sure departments are keep up with their own continuity planning.
- 8. Our team is forming and we are all in a posture to inspire one another to do our best work on the IP.
- 9. Why are we implementing the moonshot of the 2018 cohort. Are we taking the easy road or do we truly support their why? Need to meet with team to check in on why we're going in a particular direction.
- 10. By engaging more, knowing my why and how it fits in our project.



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11. I celebrate success on team projects and clearly define the "why" during the project kick off.
12. The team is already very motivated and inspired. Our recent team meeting demonstrated that.
13. Challenged team to innovate
14. I reviewed past work related to working effectively across agency/organizational silos and prepared an inventory of references/products to share with Team 5 members.
15. I have not been able to apply this with the team yet, but hoping for the opportunity in the future.
16. By being the best I can be at the subject(s) I am charged with, I believe I can motivate employees around me to recognize their role / responsibility in continuity planning and disaster response.
17. Talking to peers about the Silos and not what's wrong but what is right!
18. n/a
19. I believe I have. I've challenged the team's plan to develop an App - what can it achieve, and is this the most effective way to achieve that goal? When I received their feedback, I quickly reaffirmed that I felt they had a solid belief in what they were doing to continue to encourage progress.
20. I'm looking forward to seeing what we can create from the moonshot. I'm glad we are on the implementation end of this project, because I think there's a lot to be gained from the expansiveness of our vision. It helps us move through our thoughts that limit our ideas' reach, and see how many of these pieces of our moonshot we can actually accomplish.
21. The principles of teamwork learned in Total Quality Management and in the fact that each participant had an interest in the success of each other member of the team. Togetherness and the need for each team member to ensure that the contributions of others had meaning and that the intermittent goals sought along the pathway were achieved in order to reach a successful accomplishment of the ultimate goal.
22. We're only in the beginning phase of our project but I feel we all were inspired and engaged from day one. I am sure our passion for innovation will continue to fuel that fire.
23. We are still in the beginning stages of project and still figuring out meeting time outside the classroom.
24. Simple stated: I'm thinking where the "rubber meets the sky"...not the traditional road.
25. It made me think more expansively into how our team will develop our moonshot. I want to not only think of how we can improve upon the white paper but how can we innovate to improve disaster response on a statewide effort.
26. I presented to my team a few examples on projects my department has accomplished and what I learned from them. I wanted them to understand that these innovations were as a result of improving our practices and processes. We all need to shift our paradigms and change our



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mindset so we can look at things from different angles until we find options or solutions to better resolves challenges. Our innovation priority needs us to look at such challenges with a different mindset and think creatively. This is the first step. Next meeting I would utilize the power of “why” and fully create the type of engagement and inspiration needed.

- 27. By modeling the way and getting engaged myself and urging us to aim high!
- 28. I haven't had the opportunity.
- 29. I will be applying it to my Team 2 from here on. In the problem statement and moonshot statement session on July 16, 2019, we began the first steps of thinking expansively.

Mind Blower! Did you experience an epiphany, an “a-ha” moment, something of real value – to you personally:

- 1. This inspiration is the 'gas' that motivates us all.
- 2. When I checked in with my staff, they were very appreciative and I can tell they have become more dedicated to their work.
- 3. Not quiet, this is work in progress.
- 4. When they come up with App option over Dashboard. I can see this engagement is growing through app. :)
- 5. It reinforces the need to explain why in every report or request I make to upper management, peers, and staff in order to reinforce their sense of place and purpose..
- 6. I can sum it up into the saying “you can lead a horse to water, but you cannot make it drink.” However, one or a few examples of this should/will not prevent me from trying with others. Focus on the positive.
- 7. Talking with my brother about my resume I got a lot of ideas of how to be more clear on what my duties and responsibilities are and how to better articulate them. At first I was fearful of his comments, but after listening I realized he had good ideas from being outside of state service.
- 8. I've been feeling a little guilty about the amount of time I will be out and dedicating to this program but I feel like Director Kim's video really allowed me to see that my department/the state isn't only investing in me, they're investing in me so I can skills that I will use to improve my work environment, which is a powerful motivator.
- 9. I need to apply these skills more to my personal life.
- 10. I need to motivate myself before motivating others
- 11. The coverage of the 50th anniversary of the Apollo 11 moon landing underscores the value of expansive thinking.



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12. Fun and enjoyment make "moonshots" (be it remodeling a room or creating an App or playing a tough opponent) obtainable and realistic. Focus on the why (in this case making it fun, enjoyable or something you really want) distracted from the hardships (lots of work, hot weather, etc.).
13. How I play within the bounds of process and procedure has been a big a-ha concept to me. From school, to college, to work, there are always clear bounds on what is expected and what to do in order to succeed, and that structure, while helpful for containing and guiding kids/adults, has been an innovation-limiting structure for me, that I now can see and question. It's been a huge revelation.
14. When an intermittent goal was achieved, an epiphany may occur to show the way in the next step for discovery of an otherwise hidden pathway, which could appear. Nevertheless, by always maintaining a strategic position that provided continuous options during the developments of a good, reasonable next step, the team can be given choices and led to a creative conclusion that they may not have realized to be previously possible.
15. That we're a part of something huge!
16. I now have a deeper appreciation of the phrase "if you think you can, or think you can't, you are right either way!"
17. I experienced a-ha moment when I shared my experience when I practiced the power of “why” to the rest of my peers. I volunteered to participate as one of the project managers of our bureau’s business plan and I suggested utilizing this building activity prior to conducting brainstorming sessions with staff. At that moment, I realized that together we were thinking expansively and I was adding value by advancing our business plan.
18. To really motivate others one must be motivated themselves!
19. The concepts are not new.
20. When Team 2 began working on the team rules, problem statement and moonshot - I began noticing the synergy. Wonderful and productive synergy of everyone working together, with collective talents, despite the differences, moving towards our team and mission goal! Thank you and everyone for this experience!