



QUIZ #4 TEXT REPORT – Foster A Team Environment – “You Are The Most Important Element Of Our Economy”
John Chiang, Former Treasurer, State of California

Personal: To advance personal growth, skill or awareness:

1. I love doing this. Happiness is everything for me. If we share happiness with other by involving them, we win their trust right there. When we care about each other's happiness then we come together work collaborate and become our best version. Foster a team environment in my family by setting clear goals, collaborating, communicating, and taking responsibility. I divide task by the interest and give rewards if you do extra and make other family member happy. Team (family) means empowering each other.
2. Recognize myself and my family for being a team player and helping each other out
3. Recognizing family members and friends for their special efforts and support.
4. I recognized when my friend was actively pursuing a new career.
5. Recognize good behavior and accomplishments at home.
6. As Pastor It is important for me to encourage others to "Love one another" and that is only possible when we strive to grow, heal, and love as a congregation
7. My partner really stepped up during a family function. I personally recognized how helpful they had been and how successful the event was due to their actions
8. I started giving more compliments and voicing positive observations, and my relationships at work are improving. I also am working on myself talk, and acknowledging the accomplishments I'm making with my health.
9. Joining a new D&D campaign and internalizing that I bring something to the collective story even though the group has already been playing together for a while. My character and as a player can bring new ideas and energies to the team.
10. We are redecorating some rooms in the house. It is hard work that requires help from the kids. I explained to them that they are vital to this because it is their house too and these are areas they want to use for studying, hanging out with friends, relaxing. It was their input and their help that would make this project successful. I have done similar exercises with the kids for planning vacations and it really gets them integrated into a fun, rewarding vacation.
11. As with previous video modules, this fosters and reminds me to be "present" and mindful of where I am, with whom I am working, and putting the focus upon them and what we need to accomplish to help others.
12. Since I do a certain amount of volunteer work, I am always asking questions for other members of the organization or unit how they are doing, and what we can do to achieve some of the goals we need to reach. In my family, I am always trying to include all members in various



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endeavors, whether it is dinner, or a trip, or other functions. My desire is that everyone should be included, unless there are other commitments that must be addressed.

13. I always find ways to make the impossible possible by finding ways to incorporate team efforts to my life. Stronger with a team.
14. My mom is my dad's caretaker and I've been working hard to support and recognize all her hard work, as well as give her recognition for the
15. I joined a photography group led by a professional photographer. The group contributes ideas and listens to others questions and answers to improve all our skills.
16. I reached out to two old friends who have been experiencing a hard time and let them know that I saw them and was thinking of them. I shared how inspiring their lives have been for me and let them know that they were important and good and that the world was better for them being in it.
17. By continuing to do a daily self-assessment and identify the different ways I can develop my skills.
18. My husband and I run a home business; he is the main operations person who provides oversight and manages our employees. I support him by recruiting, hiring, and administrative support.
19. Recognize and support my husband.
20. I've watched this video a few times. Every time I watch a video, I see there is something else to contemplate and apply. It rekindled my thinking about being more aware, thankful and compassionate towards my coworkers, whether there is management tor staff. Everyone has their own story, schedules and workload. A little kindness can go a long way each day. I am more mindful of supporting my staff members by writing better and clearer emails and through conversation. I am reminded to value the collective and that one thing leads to another in a positive way.
21. Trying to foster a team environment I sought the intelligence and skills of my father in law on installing a new mantle in the family room. He works on remodeling houses and I asked him to share his vision, skills and talent to install the mantel in my house.
22. I provide support every day to my coworkers.

Professional: professional development or work related:

1. I am good at making people feel comfortable. I try my best to foster an open team environment within my Workforce Group so all tem members can share their ideas. I listen to the them, not only see but also acknowledge their strength, and encourage them to share their ideas. We all



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have our super power and we combine it with positive energy, we get great results. I am feeling positive about my team. Together we can accomplish our goals. Diverse team and diverse ideas makes impossible possible.

2. Planned a lunch to celebrate a contract award
3. Recognized my leads for all of their hard work and how it contributes to our team.
4. I have recognized co-workers, managers, and interns on their assistance and expertise.
5. I gave recognition to my team members by hosting a BBQ on-site for their hard work.
6. I make the team aware when accomplishments have been met.
7. I have found that having a caring human centric environment works well and that people are encouraged to be successful by aiding in the success of others.
8. Thanking Cal Fresh team mates for their work; encouraging one staff member who is overwhelmed by listening to her; ensuring all my communications are cc'ed to all to ensure good communication and sense of share purpose
9. Instead of just writing an email, I called a member of our team to personally thank them for all the hard work they had been providing on our project.
10. By becoming the most informed within my craft, I am better postured to “foster” a team approach to problem solving.
11. I work with all different departments, outside sponsors, and many different perspectives, and I think that offering to help and support their work, even when it's outside my normal duties, to accomplish a greater vision, has done a lot to help team moral.
12. Where I usually submit to the will of others on the team, I asserted the importance of my time and input. This forced other team members to stop and re-evaluate the course of the meeting and redirecting it to become more productive.
13. In launching a database project, I asked even the most timid of our employees to be involved and explained that it was their talents and experience that will make this project meaningful. They've really engaged in the work and great things are shaping up.
14. In projects, I needed to establish a project plan and how the established goals are to be achieved. A good deal of extra effort is sometimes needed in some projects. When each member of the team is working to help achieve that goal, they are encouraged to help other team members in their same effort to achieve success. Leadership, togetherness and achievement brings satisfaction for the team and possibly many honors.
15. I have created work groups that we can work together on solutions and rely on the team.
16. I made sure to recognize our chief of staff for all of the traveling and leading she has been doing at events this past week.



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17. Each person in our Unit has a particular set of skills. When I need something in that skillset, I ask advice, or for document review, or assistance in this area. This shows people I respect their knowledge and encourages us all to work together.
18. We have an employee recognition system at my work. I took a moment to recognize a team member who is fantastic at lifting others up and doing what’s best for the team. I recognized her for organizing a meeting that no other team member would have been motivated to start, and to see the project through.
19. Yes, I support my organization in projects that are aimed to improve processes by working collectively with others and sharing information. I also encourage other individuals to provide their input considering they are the experts and without their expertise we cannot make the impossible, possible.
20. As a manager for the state I am always encouraging growth and professional development. My main goal as a manager for my staff include coaching and training for the next step in their professional career.
21. Team work comes naturally for me. My team members always steps up to assist to support each other when the need arises. When relationships has solid foundation of trust, interactions and communications become easy and natural. Projects are accomplished ahead of time; energy on the team is positive and euphoric.
22. I recognize and support my staff.
23. Recognized staff and stakeholder accomplishments in support of CA Water Plan Update 2018 and the Flood-MAR Program
24. Yes, but I think I go the question order wrong. The No. 5 response regards my professional life. Sorry. Honestly, it has been a challenge to explain the application and value of being a Cohort to my husband. I am going to show him, though, that it is synergistic. This experience impacts every part of my life and self-development and I look forward to, and am thankful for every word from the speakers, leaders and especially, Bekah who thankfully ties everything together at the end for everyone.
25. I created a training guide for logging into a database work order library and I asked for everyone on my team to share your collective intelligence on the training guide to help make it better and more user friendly.

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

1. Involve, encourage, and inspire. Appreciate them in timely manner so they feel good about themselves and willing to work towards their goal.
2. Worked with a team member to get information for the whole of the team



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3. Reached out to the team for their input on a suggested moonshot, solutions, and list of champions.
4. I appreciate the variety of input in our team discussions and have provided that feedback.
5. In our email chains for the project, I've been showing recognition for each person's accomplishments.
6. I acknowledge all ideas and thank my team for their input.
7. Created a shared Outlook calendar to ease scheduling; did not take
8. By becoming the most informed within my craft, I am better postured to “foster” a team approach to problem solving.
9. I shared information I learned with a friend on the innovation force team, and she and I are starting to share bits of information that help us grow in greater ways. It's been an amazing time!
10. .We've had limited meetings, so my chances have been limited and I am a part-time contributor on top of that. However, I continue to try to learn about my team as individuals to see how I can find that skill or talent or interest in each of them and have it surface more to help our team.
11. We started out on a project by brainstorming the various issues that had to be addressed. Priorities were established. Then, we decided what had to be done for each issue, and finally, who was going to be responsible for the various efforts. Then we established outlines of resources available, and encouraged the responsible parties to flesh out the additional resources needed as time proceeded on each element of the project. Overall, the leader for the project kept tabs on progress, and filled in with helpful decisions or direction for appropriate steps to take on each process, which had to be within appropriate guidelines for an important activity.
12. Digi-Up Transformers are working great together as a team to develop a solution to up leveling the workforce and engaging technology changes to do so.
13. I fostered a team environment by setting up and creating our next check in meeting for our team.
14. Each of us come from a different background and agency, so listening to each other’s ideas and trying to capture what is important builds trust and a strong team.
15. Last time we met we discussed the importance of having a skilled workforce that will support our State of California to accomplish a clear vision of success.
16. I make sure that all of my staff know that they each play an important part of the unit. Each person has a strategic role in the unit and the reason we work so well is the cohesiveness of the entire group. We work as a well-oiled machine and our outcomes are due to the work of each and every one of them.



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17. When coming up with a team name, we made sure everyone ideas were included. Our mantra took some time to finalize but afterwards, we came to the consensus that everyone is happy with. Through the endless email threads, everyone is working feverishly to meet to finalize our problem statement and moonshot statement this week. I love the energy and momentum of our team as we all want to achieve great outcomes for our innovative priority project.

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

1. How much talent and passion we all have. :)
2. Teamwork is essential!
3. I need to apply this more in my personal life with my family.
4. Fostering a team environment is something that has always been part of my personal and professional life.
5. I realized I had to develop metrics to answer questions management had
6. Developing people has always been important to me, so this wasn't a mind blower, but it is still a big part of how I work.
7. Linking the individual's talents and interests to a project and linking those talents and interests to the success of a project pays big dividends. Painting a room is boring, hard, exhausting - but making a living space feel new and vibrant and enhancing the kids' recreation and study time - now that sounds fun!
8. Not sure why this came to mind, but it is a revelation to me. We talk about, and rightly so, the "sprints" that we do to address items, issues, ideas, and so on, with intense focus to get results as quickly as possible. But the revelation to me is that we are also in a "marathon" together. We need to also have a long-view of inclusion, collaboration; inter-development and long term nurturing and cross pollination and development. BOTH are needed, so BOTH are better to be remembered and nurtured. It's like threads in a tapestry: no one color would be much of anything but a mono-colored sheet of fabric. But sprints and marathons give a blend, which is dynamic, yet having long term stability. This speaks to me very deeply and more than I can write about here...thank you!
9. As the project proceeded, an epiphany may develop which further clarifies the values and meanings of the goals and activities of the project. Such an event has even caused an alteration of what the end point of the project should be. Such an adventure can be like sailing uncharted waters in a well-founded vessel to arrive at exciting and never-expected discoveries.



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10. Team support and efforts have great value. Meaning more ideas and thoughts on a solution. Everyone owning a piece of the work lightens the load of all.
11. The portion of the video that discussed how good communication is the key is to making your vision a collective vision really made me think about the ways I communicate and how to make those skills stronger.
12. Yes, the part about working collaboratively or collectively resonated considering alone we will never accomplish great things or accomplish projects and goals with high standards. It requires the collective work of a group with a variety of skills to accomplish anything.
13. After the first two initial meetings, personalities and each person's strength, skills are emerging. It is wonderful and exhilarating feeling to work with people who are eager to do great work to serve the people of California.
14. The Flood-MAR (managed aquifer recharge) Team recognized that this water planning approach needs to be scaled up from a single program/branch to the division and then all integrated water management divisions.
15. I really feel like people I work with have noticed small but impactful changes in me at work. In my meetings, I am more confident and just "get it" more.
16. In my personal life I realized when I asked for people's expertise and to share your knowledge, skills and talent people are willing to work with you in a team environment. I think it's just important to show respect and approach it in a way where we best can support each other while also learning from each other.