



HABIT MASTERY CONSULTING PRESENTS...

BUT I DON'T WANNA



1,000 EMPLOYEES SAID

- 54% say they are worried about exposure to COVID-19 at their job
- Most employees (71%) say their employers will be prepared to safely bring employees back to the workplace.
 - Masks, gloves, and hand sanitizer (58%)
 - Employees with symptoms stay home (55%)
 - Making COVID-19 tests available (53%)

WATCH OUT FOR...

LANDMINES AHEAD

- McDonald's employees on strike: <https://www.foxbusiness.com/markets/mcdonalds-workers-plan-strike-over-coronavirus-protections>
- The Utility Workers Union of America part of OSHA lawsuit: <https://www.eenews.net/stories/1063191347>.
- 19 coronavirus clusters in the Austin construction industry: <https://www.kvue.com/article/news/investigations/defenders/austin-coronavirus-construction-worker-concerns-spike-clusters/>
- Just days after reopening, Ford shut down two separate factories because employees tested positive .<https://www.freep.com/story/money/cars/ford/2020/05/20/uaw-ford-workers-test-positive-coronavirus-shut-down-chicago-assembly-explorer-lincoln-aviator/5228283002/>

BUT I DON'T WANNA...

WHAT WE'LL COVER

- 6 Reasons Employees Ignore or Push Back
- 3 Things That Make It Worse
- 5 Steps for Better Influence

A





**WHAT PERCENTAGE OF YOUR
EMPLOYEES ARE NOT
FOLLOWING YOUR
CORONAVIRUS PREVENTION
PROCEDURES?**

EMPLOYEES MIGHT BE...

UNINFORMED

EMPLOYEES MIGHT BE CONFUSED

- Hesitation
- Inconsistency
- Conflicting Actions



**"I DID THEN WHAT I
KNEW HOW TO DO. NOW
THAT I KNOW BETTER, I
DO BETTER."**

MAYA ANGELOU



EMPLOYEES MIGHT

KNOW MORE
THAN YOU

- Better Informed
- Real Sources
- Can't Be Disproved

EMPLOYEES MIGHT FEEL INVINCIBLE

Risk Calculations

- Past Experiences
- Other People
- News/Pundits
- Financial
- Quarantine Fatigue
- Personal Vulnerability





EMPLOYEES MIGHT BE TRIBAL

Us Vs Them

- We Do
- We Believe
- Therefore, I Do and Believe

EMPLOYEES MIGHT BE REBELLING

Don't tell me what to do



EMPLOYEES MIGHT BE

WHICH ARE YOU SEEING?

- Uninformed
- Confused
- Know It All
- Invincible
- Tribe Member
- Rebel

**ARE YOU MAKING IT
WORSE?**

LEADING WITH YOUR VISION

AUTHORITATIVE

- Just do it
- Why are we still talking about this?
- Because it's the new guideline
- Management says we have to

LEADING WITH YOUR VISION

DISMISSIVE

- Shut up
- No one cares what you think
- Suck it up
- Stop whining
- That's a terrible idea
- I didn't realize you were an expert

**"LEADERS MUST EITHER INVEST A
REASONABLE AMOUNT OF TIME
ATTENDING TO FEARS AND FEELINGS, OR
SQUANDER AN UNREASONABLE AMOUNT
OF TIME TRYING TO MANAGE INEFFECTIVE
AND UNPRODUCTIVE BEHAVIOR."**

**BRENÉ BROWN, DARE TO LEAD: BRAVE WORK. TOUGH
CONVERSATIONS. WHOLE HEARTS.**

LEADING WITH YOUR VISION

INCONSISTENT

- Irregular timing
- Confusing, changing or contradictory
- Withholds important information
- Doesn't address fears
- Shifts responsibility

WHICH OF THESE ARE
YOU SEEING?

**FOLLOW THESE 5
STEPS INSTEAD....**



DO THIS...

1. START WITH VALUES

- What we have in common
- What we care about
- What YOU care about
- Potential Consequences

**WHAT EXISTING
VALUES SUPPORT
FACE MASKS?**



DO THIS...

2. TELL A BETTER STORY

- Stories are already being told
- You can't change minds without winning hearts
- Employees want your story

**SHARE A STORY THAT
CHANGED YOUR
BEHAVIOR**

INCREASE YOUR INFLUENCE

GET MY BEHAVIOR
ACCELERATOR
CHECKLIST

DOWNLOAD AT

[HTTPS://HABITMASTERYCONSULTING.COM/
BEHAVIOR-ACCELERATOR-CHECKLIST/](https://habitmasteryconsulting.com/behavior-accelerator-checklist/)

DO THIS...

3. GENERATE OWNERSHIP

Create a Better Risk
Calculation

- Given Our Goals
- Given What We Know
- Where
- When
- How



WHAT IS FLEXIBLE?
WHERE CAN
YOU COLLABORATE?

DO THIS...

5. GET FEEDBACK

- Surveys
- One on One
- Informal



DO THIS...

4. PROVIDE FOLLOW UP

- Ready
- Set
- Go
- Steady



DO THIS...

4. PROVIDE FOLLOW UP

- Behavior Challenges
- Learning Snacks
- Communication





INCREASE YOUR INFLUENCE

GET MY BEHAVIOR
ACCELERATOR
CHECKLIST

DOWNLOAD AT

[HTTPS://HABITMASTERYCONSULTING.COM/
BEHAVIOR-ACCELERATOR-CHECKLIST/](https://habitmasteryconsulting.com/behavior-accelerator-checklist/)



Thank You!

HELPING EMPLOYEES ADOPT CRITICAL BEHAVIORS FAST & MAKING THEM STICK

SHARON@HABITMASTERYCONSULTING.COM 970-581-7681



Sharon Lipinski
CEO AND HABIT SUPERHERO
HABIT MASTERY CONSULTING

