



Supportive Environments for Effectiveness (SEE)

Model Building	Being Capable	Meaningful Action
Encouraging Exploration & Understanding	Feeling Competent and Clear Headed	Making a Difference
People want to understand and explore the world around them. They resent things that don't make sense to them.	People value feeling competent and being clear headed enough to find, learn, and share information.	People thrive when environments, policies and projects encourage genuine participation and allow people to do things that matter.
How are we giving people the information they need to succeed and be excited about the work, without overwhelming them?	How are we creating space for people to take care of themselves while they bring their skills and interests to the work?	How are we ensuring that people know they are making an impact?
<p><u>Some Guiding Principles:</u></p> <ul style="list-style-type: none"> • Less information is more (really!!!!) • Start where they're at—build on their familiarity • Provide structure to facilitate the person's map-building 	<p><u>Some Guiding Principles:</u></p> <ul style="list-style-type: none"> • Intentionally respect people's need to restore mentally (e.g., encourage breaks!) • Create space that reduces mental fatigue • Explore ways to build on people's skills 	<p><u>Some Guiding Principles:</u></p> <ul style="list-style-type: none"> • Listen • Encourage participation—early and often • Provide opportunities to give/receive feedback • Foster individual talents/contributions

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