



1

owning  
renting

2

my Rational lesson	why why?	support for owning
local thinking vs system thinking	owning the answer	

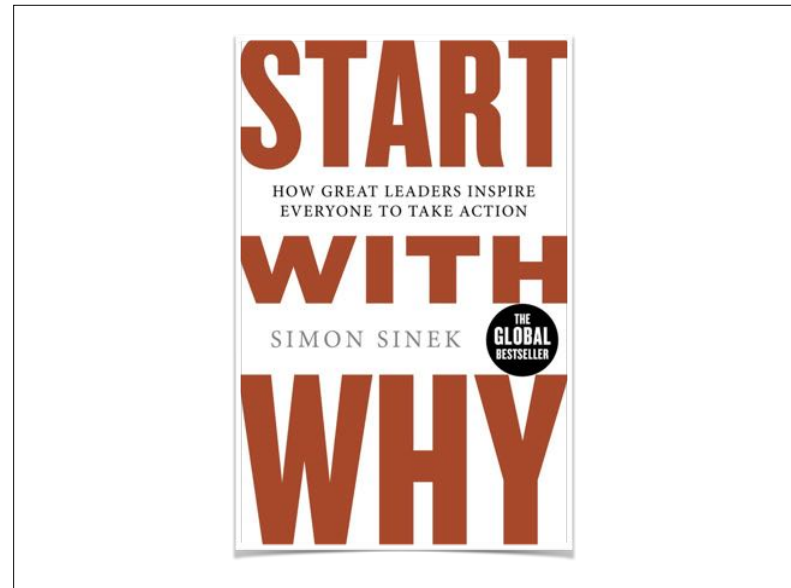
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Rank Order	Top 5 Drivers of Engagement During Times of Change vs. No Change	
	Change	No Change
1	Involved in decision making	Understand career path

N = 3,600  
2013 study

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## The five keys to a successful Google team

“**Psychological safety** was far and away the most important of the five dynamics we found...”

N = ~1000 people (180 teams)  
2014 study (Google Project Aristotle)

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relative influence of top 3 factors on employee **engagement**:

1. **meaningfulness: impact of work**
2. psychological safety
3. availability

N = 213  
2004 study

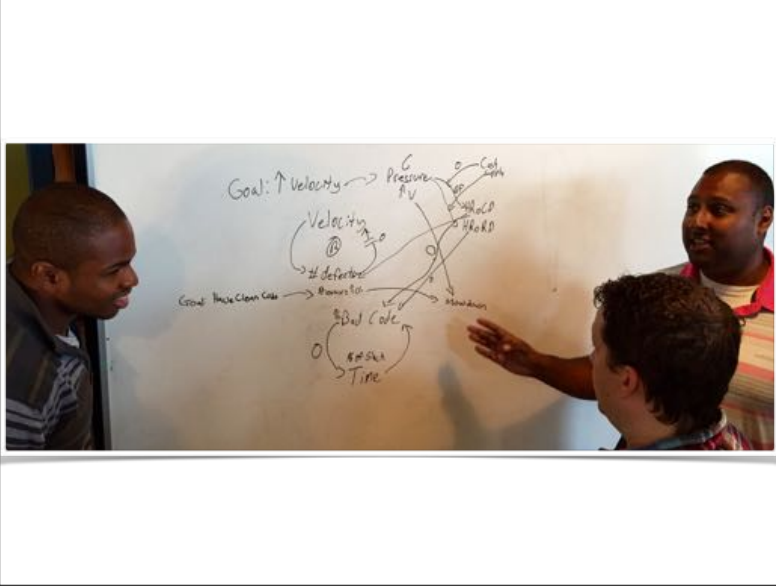
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