ON TOPIC: WHY

This edition:
The Talent Development team is pleased to offer relevant and meaningful learning opportunities to Virginia Tech.

This quarterly edition of On Topic is focused on Why and through the lenses of discovery, leading, and motivation, considers how knowing your Why provides a benefit to many areas of your life.

Why our WHY is important
Finding our Why can be life changing. Our Why motivates us, gives us direction, and can provide us a sense of belonging in the world, our workplaces, and our communities. People that know their Why report feeling more directed, confident, and emotionally healthy. The resources in this edition will look at three aspects of Why: Discovery, Leading, and Motivating.

Discovery - How do you find your Why? Your Why is your purpose, and it's different for every person. Finding it can be a unique journey for each individual. Some find it by looking hard enough in the mirror. Others find it by following others, and some of us come upon unexpectedly in our work, life, or travels.

Leading - How do you lead with Why? Leaders that can connect their teams to a purpose or a goal often have more productive and cohesive teams. By uniting their team around a common goal and getting their buy-in, leaders keep their teams more excited, engaged, and efficient.

Motivating - How do you motivate with Why? Team members don’t have to share the same Why in order to be productive. Good leaders get to know each team member’s personal Why, then integrate and align their effort to the team’s goal. Leaders motivate by making each Why as important as all the others.

Find Your Perfect Career Fit With Peter Mockaitis And Ashley Stahl
ON TOPIC: WHY

Many more development opportunities and resources are available for faculty and staff at Virginia Tech. See what is available HERE!

Articles & Resources
Below is a collection of articles and resources that address three aspects of Why.

Discover
Do You Know Your “Why?” 4 Questions To Find Your Purpose
To Be Successful, Chase Your Purpose, Not Your Passion

Lead
How To Lead With Purpose
What Amazing Bosses Do Differently
Start With Why: A Powerful Way To Lead With Purpose

Motivate
How Impact, Meaning, And Purpose Are Different
8 Things The Smartest Leaders Do To Motivate Their Employees
How To Motivate Employees By Creating A Sense Of Purpose

Video/Podcasts
Select link to play

Finding Your Personal Purpose
What Makes Us Feel Good About Our Work?
You 2.0 - Cultivating Your Purpose
How To Discover Your “Why” In Difficult Times

Reading Lists
Select the links to find out more

Simon Sinek is an author and motivational speaker that has written multiple books including Find Your Why and Start With Why. His 2009 TED Talk on WHY is one of the most watched of all time.

Find his list of recommended books here.

Constructive feedback welcome!
We work hard to bring you interesting and relevant content, and we’re always listening. So let us know what you’d like to see in future editions.