

PUZZLED:

Putting Together the Pieces to
Create a Healthy Team

Presenter: Rachel Barrett-Dolcine, MPA, CPM



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TODAY'S PUZZLE PIECES WILL HELP YOU:

- Identify ways in which childcare professionals can enhance a vibrant, cooperative and diverse workplace culture.
- Understand the role of personal development and emotional intelligence in building a strong and cohesive child care team.
- Learn ways to cultivate a culture of collaboration, self-care, diversity and inclusion in your childcare facility.

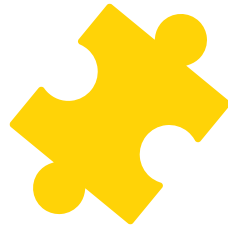
PUTTING THE PIECES TOGETHER



WORKPLACE CULTURE



RECRUITMENT & RETENTION



UNDERSTANDING GENERATIONS



HEALTH & WELLBEING



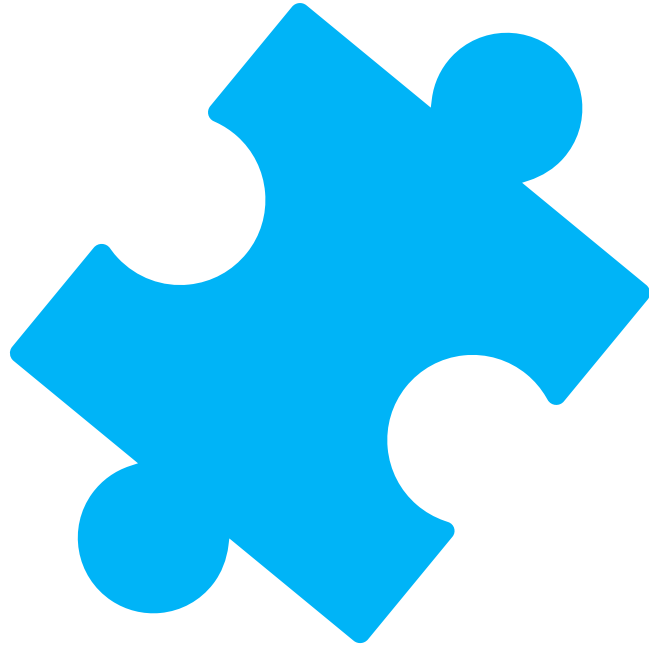
PUZZLE PIECE #1: WORKPLACE CULTURE

**What word would you use
to describe your workplace
culture?**

WHY IS THIS PIECE NEEDED?

Organizational culture is the foundational "social glue" that defines how employees behave, collaborate, and experience their work, ultimately driving performance and strategic success. A strong, positive culture enhances employee engagement, increases retention by reducing burnout, fosters innovation, and aligns team efforts with company goals, often resulting in higher profitability.

www.paycor.com/resource-center/articles/organizational-culture



MAKING THIS PIECE FIT

- Wellbeing & Safety
- Teamwork & Collaboration
- Inclusivity & Connection
- Recognition



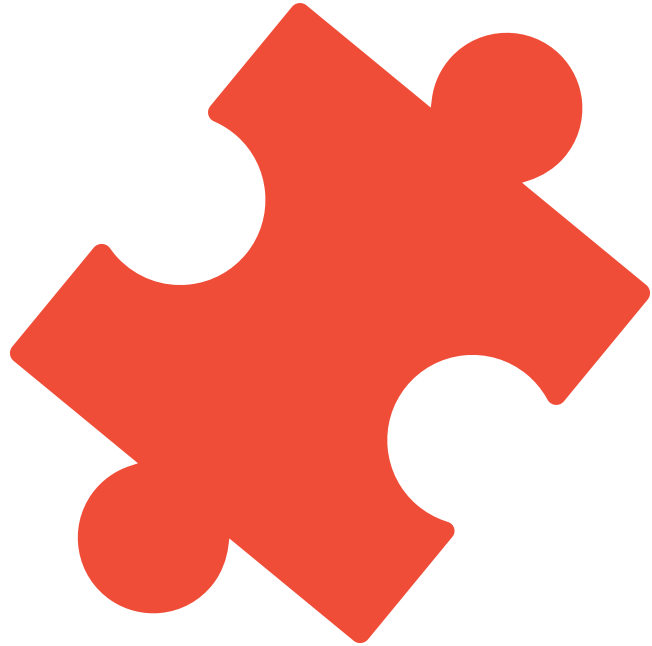
PUZZLE PIECE #2: RECRUITMENT & RETENTION

**Are current team members
involved in your recruitment
& retention efforts?**

WHY IS THIS PIECE NEEDED?

A unified retention and recruitment strategy is critical because it reduces the high costs of turnover — often 50% to 200% of an employee's salary — while ensuring a stable, productive, and skilled workforce. It drives long-term success by maintaining institutional knowledge, fostering a positive culture, and securing a competitive edge in a tight talent market.

www.hracity.com/blog/ten-employee-engagement-and-retention-strategies-to-keep-the-best-talent



MAKING THIS PIECE FIT

- Who you recruit
- Where you recruit
- The story you tell
- Staff referral program



**PUZZLE PIECE #3:
UNDERSTANDING GENERATIONS**

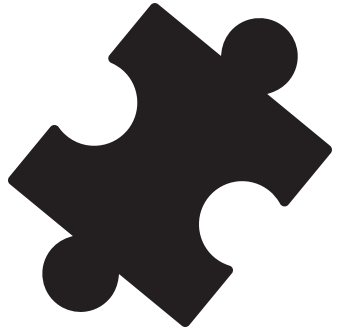
**Do you know how many
generations are represented
on your team?**

WHY IS THIS PIECE NEEDED?

Understanding generational differences is crucial for fostering an inclusive, high-performing, and collaborative environment, as it allows organizations to leverage diverse perspectives, enhance innovation, and improve retention. It helps bridge communication gaps, reduces conflict, and ensures that management strategies align with the varied motivators, work styles, and technological proficiencies of different age groups.

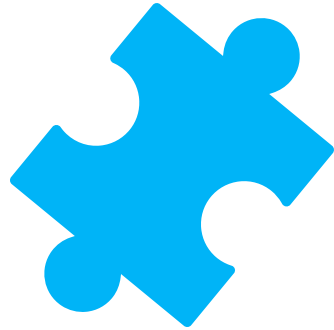
<https://www.purdueglobal.edu/education-partnerships/generational-workforce-differences>

OVERVIEW OF GENERATIONS



Traditionalist

(1925-1945)



**Baby
Boomers**

(1946-1964)



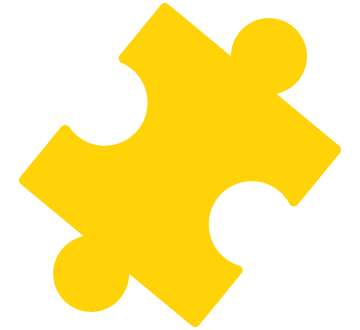
Gen X

(1965-1980)



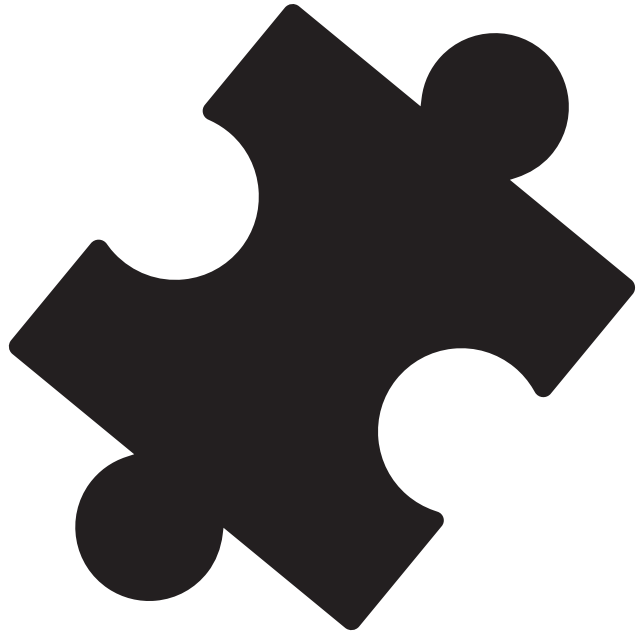
Millennial

(1981-1996)



Gen Z

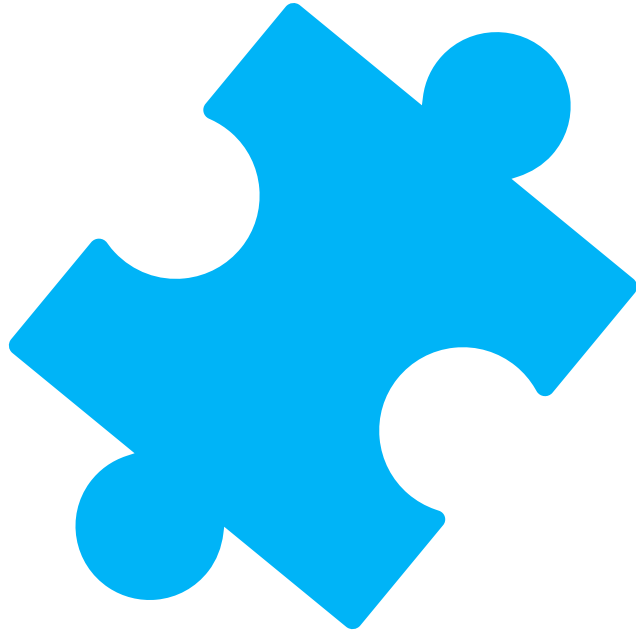
(1997-2012)



TRADITIONALIST (1925-1945)

- Highly loyal, dependable, and disciplined
- Value hierarchy, authority, and protocol
- Communication via in-person, formal, or written
- Motivated by environments that offer stability, recognition, and leaving a legacy

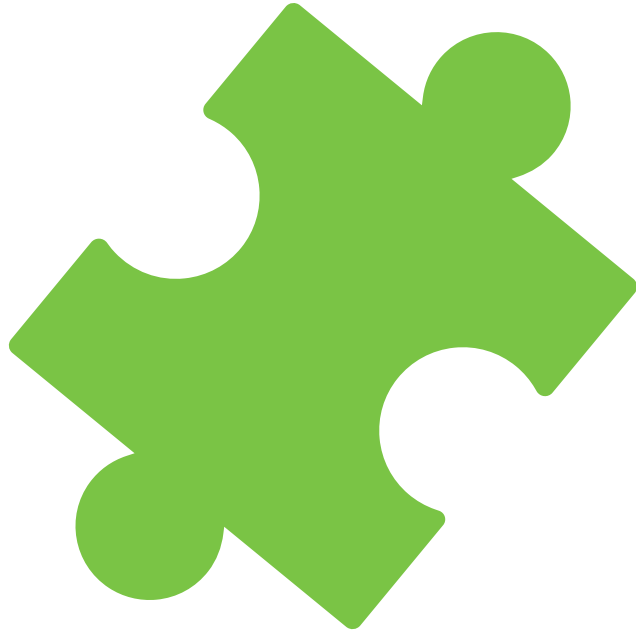
<https://www.purdueglobal.edu/>



BABY BOOMERS (1946-1964)

- Competitive, optimistic, and dedicated workaholics
- Values teamwork, collaboration, and structure
- Communication via phone calls and meetings
- Motivated by career advancement, job security, and personal growth

<https://www.purdueglobal.edu/>



GEN X
(1965-1980)

- Independent, skeptical, and resourceful
- Values autonomy, efficiency, and flexibility
- Direct and straightforward communication
- Motivated by work-life balance, self-reliance, and growth

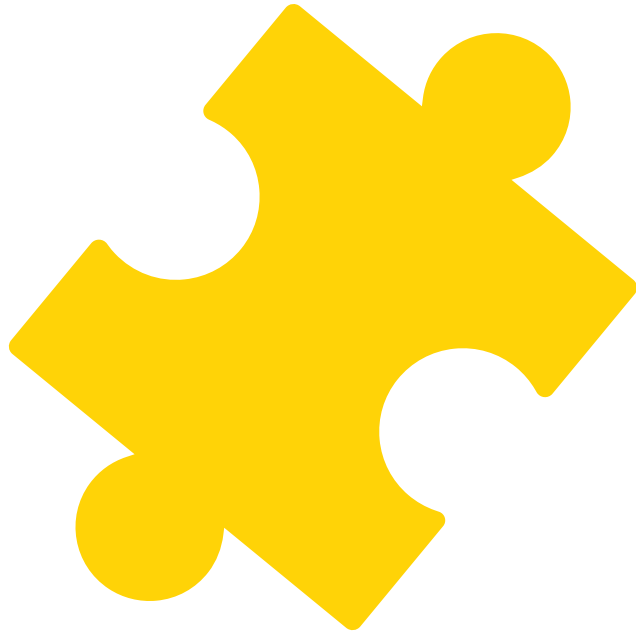
<https://www.purdueglobal.edu/>



MILLENNIALS (GEN Y)
(1981-1996)

- Digital natives, purpose-driven, and collaborative
- Values feedback, flexibility, technological integration
- Comfortable with communication via instant messaging, email or social tools
- Motivated by meaningful work, skill development and work-life balance

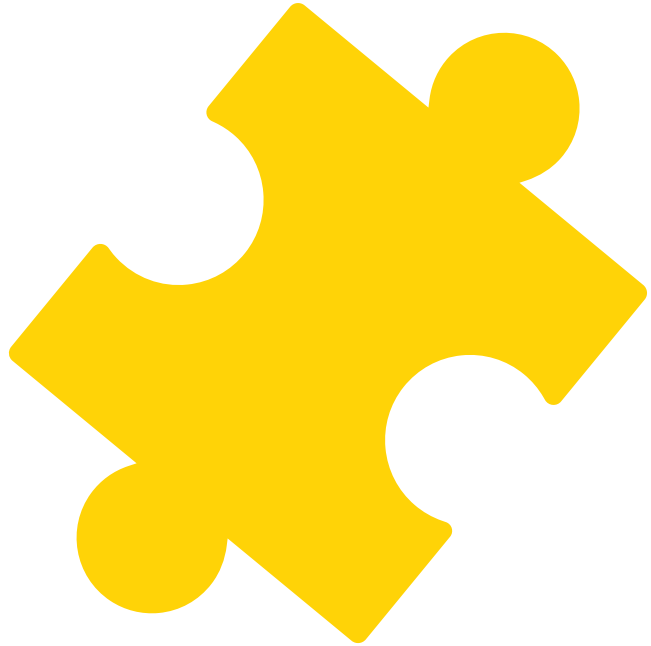
<https://www.purdueglobal.edu/>



GEN Z
(1997-2012)

- Tech-savvy, entrepreneurial, and socially conscious
- Values remote/hybrid work, diversity, inclusivity
- Digital, instant, and visual communication
- Motivated by financial stability, mental health support, authenticity

<https://www.purdueglobal.edu/>



MAKING THIS PIECE FIT

- Affinity groups
- Collaborative projects
- Employee appreciation
- Learning opportunities
- Mentorship program



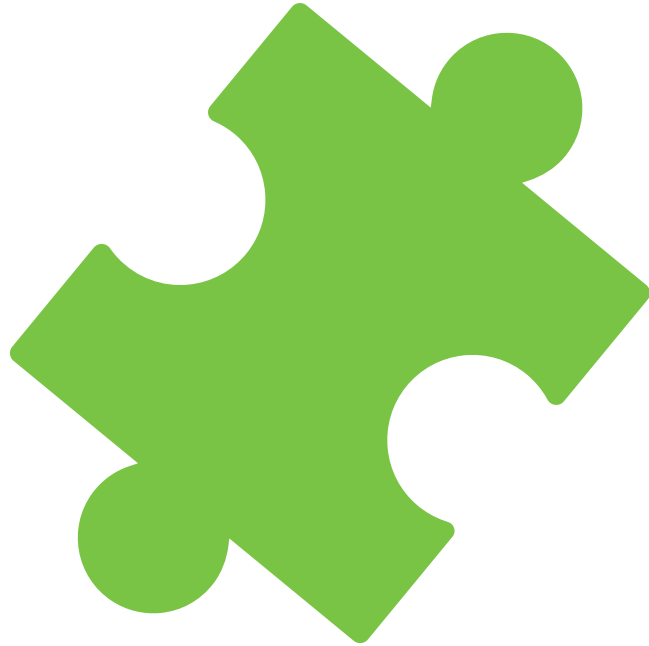
**PUZZLE PIECE #4:
HEALTH & WELLBEING**

**What is one thing you
currently do to cultivate
a culture of health &
wellbeing?**

WHY IS THIS PIECE NEEDED?

At a time when workers continue to quietly quit and many companies are struggling to fill openings, it's especially important for employers to revamp their wellness offerings now, with the goal of attracting and retaining talent and keeping workers happy and healthy, which will boost productivity and improve the bottom line.

www.library.hbs.edu/working-knowledge/employee-wellness-programs

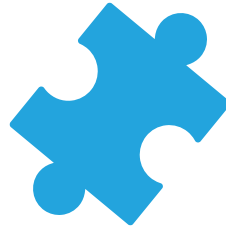


MAKING THIS PIECE FIT

- Promote work/life balance
- Investment in employee growth
- Mental health support
- Employer sponsored social events



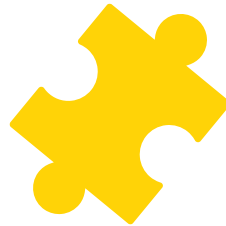
MAKE THE PIECES TOGETHER



WORKPLACE CULTURE



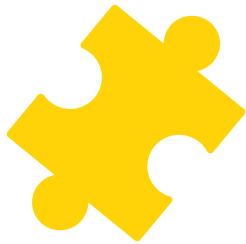
RECRUITMENT & RETENTION



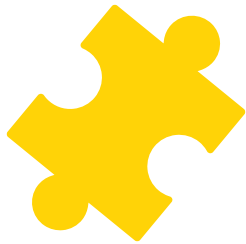
UNDERSTANDING GENERATIONS



HEALTH & WELLBEING



QUESTIONS?



THANK YOU!