

FROM THE BLOG

RIGOUR $\neq$ GRIMNESS

RIGOUR



Challenge



Precision



Feedback



Persistence

WHERE THEY MEET



Deep learning



Creativity



Engagement



Adaptation



Curiosity



Connection



Play



Gratitude

Serious work can include serious fun.



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AUTHENTIC JOY

Conditions where people thrive and do their best.



Voluntary play

Play is invited, not required.



Meaningful challenge

Stretching goals with purpose.



Gratitude

Genuine thanks that builds connection.



Truth

Space for honest conversations, even when it's hard.

VS.

PERFORMED POSITIVITY

Conditions that may look positive but create harm.



Mandatory fun

Fun is scheduled, expected, or imposed.



Constant competition

Winning is everything; recovery is forgotten.



Forced gratitude

Gratitude is performative or used to silence legitimate concerns.



Silence

Pressure to stay positive and avoid difficult truths.

Leaders need to know the difference.



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Creating workplaces where people can learn, contribute, and thrive—together.