

ARCHETYPE UPDATES

REFLECTIONS ON LEADERSHIP, LEARNING, ENGAGEMENT, & LIFE AT WORK



My why...
We spend too much time at work to be miserable and frustrated. My goal: help organizations create a culture where everyone can be their best.

Our first newsletter, designed to share updates, highlights, and stories about how organizations find greater success through leadership, engagement, and learning together. I see opportunities in all three areas all the time, regardless of industry.

- **Leadership:** I am seeing more and more that managers and leaders are not given the tools they need to be successful. This creates extreme stress for everyone.
- **Employee Engagement:** Scores are still at record lows, yet organizations are still promoting the pizza lunch to “improve morale.” There are better options, they come from the heart and we have the blueprint.
- **Learning:** A lack of shared learning is still a consistent theme in organizations. Lets move beyond the traditional K-12 model and find creative solutions.

“ “I CAN’T WAIT TO FAIL.” SAID NO ONE, EVER.
D. Lord, PhD

Lets start at the beginning: the first day at a new job... excitement, trepidation, uncertainty, and sometimes eating alone, again. The biggest challenge of being the new team member at work often feels like being the new kid in school again.

We put employees into a new system in which they have little if any knowledge, yet we expect them to perform at high levels. Yet, there are very real needs that even the most seasoned employee needs to be successful.

Our New Team Member Integration platform is a complete toolkit that measures specific success needs, establishes team relationships, and provides a 3-, 30-, and 90-day check in planner to ensure success from day one and into the future. Read about how the City of Seattle adopted our platform (p. 2).

Check out our video series on our exclusive Integration program at:
archetypelearningsolutions.com/organizational-toolkit and inquire about our employer branded options!

Upcoming Events:

Webinar with colleague Douglas Brown of Manage to Retain

“Solving the Workforce Puzzle: How Retention, Engagement, and Manager Effectiveness Drive Financial and Operational Success”

**Wed, 12/3/25
10:00am (PST)**

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Using the integration program, every employee has a consistent experience

THE CITY OF SEATTLE ADOPTS A NEW STRATEGY: INTEGRATION!

The City of Seattle HR team knew that outdated on-boarding practices were contributing to confusion, frustration and even dis-engaged employees.

In addition, every manager was on-boarding new employees in a completely different manner. Some had developed tools to help, while others were very hands off. These inconsistent practices of both the HR team and managers was contributing to an erosion of trust, communication, and operational outcomes.

Working together with HR and operational leaders, the city adopted the Archetype Integration program to ensure that all new employees had a shared, consistent experience as soon as they transitioned away from the HR team.

"IMMEDIATELY, I FELT LIKE I WAS PART OF THE TEAM!"

City of Seattle, New Employee, June 2024

Our Integration Program is based on years of our own research into how new employees enter into a completely new and unique system – your culture.

Our program provides a set of tools that ensures new team members have their specific needs met, tools to ensure your new team isn't eating alone, and structured check in's to ensure a smooth integration with clear expectations.

Integration isn't an HR process, its an organizational practice. What could shift if your new hire felt truly seen on day one?

"About Me" posters create an instant sense of team inclusion

Sequim, WA

Leavenworth, WA

Here are some of my favorite destinations and/or places I'd most like to visit!