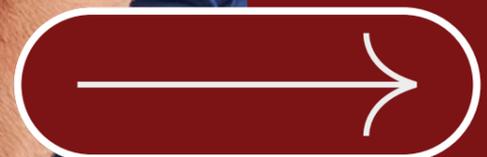


WHAT HIGH-TRUST TEAMS DO DIFFERENTLY DURING THE HOLIDAYS

*How strong teams stay aligned, human,
and effective as the year comes to a close*

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WHEN THE PACE SHIFTS, TRUST BECOMES VISIBLE

Today's workplace spans five generations, from Gen Z to Baby Boomers. Each brings unique values, expectations, and communication styles.

But when those differences are ignored or judged, collaboration suffers and tension grows.

👉 In the next few slides, we'll share 7 ways high-trust teams stay aligned and human during the holidays—across roles, generations, and working styles.

#1 THEY PLAN AROUND PEOPLE, NOT JUST DEADLINES

High-trust teams openly map who's available and when, instead of assuming full capacity. This reduces last-minute stress and quiet resentment.

Work is scoped realistically, with buffers built in to reflect the season—not wishful timelines.

As a result, no one feels punished for taking time off.



#2 THEY COMMUNICATE EXPECTATIONS EARLY

Instead of waiting for issues to surface, these teams clarify what “good enough” looks like during end-of-year. That alignment prevents overwork and misinterpretation.

Priorities are stated clearly, and non-urgent work is intentionally deprioritized.

Clarity replaces pressure.



#3 THEY TRUST AUTONOMY OVER VISIBILITY

High-trust teams don't equate productivity with being online or responsive at all hours. They focus on outcomes, not status indicators.

People are trusted to manage their time responsibly, especially when schedules vary.

That trust is usually returned with accountability.



#4 **THEY NORMALIZE VARYING RHYTHMS**

Instead of fighting the natural shift in schedules and pace, these teams acknowledge it. They adjust expectations rather than forcing artificial urgency.

This creates psychological safety—people don't feel guilty for a different rhythm.

Energy is preserved instead of burned.



#5 **THEY PROTECT RECOVERY TIME**

High-trust teams respect boundaries around PTO and holidays. Messages are sent with no expectation of immediate response, or not sent at all.

Leaders model this behavior instead of just encouraging it.

Rest becomes part of performance, not a break from it.



#6 THEY USE THE SEASON TO REFLECT, NOT RUSH

Rather than pushing new initiatives, these teams use the quieter period to look back. What worked this year? What didn't?

Reflection is shared, not siloed.

Learning carries forward into the new year and provides clear focus.



#7 **THEY LEAD WITH HUMANITY**

High-trust teams recognize that the holidays can be energizing for some and heavy for others. Empathy guides interactions.

Check-ins are human, not transactional.

People feel seen, not managed.

