



Don't Wait Until They're Gone - They Might Need to Know Now



"Did you get the sticky note I left for you?"

It always happens at retirement dinners and funerals. Many people share wonderful compliments and stories of how the person impacted their career, success or life in some significant way. How many times have you thought, "it's too bad that person didn't hear these things when it might have impacted their own career or success or perhaps impacted their level of confidence or in some way made a difference in their life to know that they were making such a positive impact for others.



In the book, "The One Minute Manager" by Ken Blanchard, he promotes MBWA – Managing by Wandering Around. One of the suggested techniques is taking one-minute to stop and offer a word of praise, appreciation, recognition or encouragement.

The one-minute praise or encouragement you offer shows you care about people and their success.

The idea is to "catch them doing something right" and take notice. It causes them to want to do more of what's right!

Too often, we silently appreciate others for how they help us; the ways they teach, encourage, and support us. They may even break down barriers in our path, recommend us to others or chastise others who serve as our stumbling blocks. They cheer us on, help us get unblocked, and the list goes on.

Sometimes work is hard and day in and day out we wonder if we're truly making a difference.

Have you ever been in a valley of discouragement or frustration suddenly to be catapulted back to an enthusiastic and determined attitude because you unexpectedly received personal recognition from someone? If you have, then you know how praise, recognition or appreciation can erase your funk and put a spring back in your step.

Sometimes, all an unmotivated employee needs is appreciation from someone to realize their work really is noticed and it inspires them to do more.

Never again miss an opportunity to tell someone an anecdote about how something they did helped you in some way or compliment them on what a great job they did on something or share with them how much you appreciate an aspect of their character.

Having represented teachers and school support staff (custodians, secretaries, bus drivers, cafeteria workers, etc.), I learned how invisible and unappreciated they often feel. That taught me to take a moment to thank people who are cleaning, serving and working in the background of our lives. Some night you're working late, stop to tell the night custodian how much you enjoy coming in every morning to the spotless polished lobby that



Do you assume because someone is doing a great job that they know they are?

Think about that for a minute. When you're doing a really good job, don't you want to know whether people notice that you've worked hard and done something well?



Correction
does much,
but
encouragement
does more.

-Johann Wolfgang van Goethe

Everyone needs praise and needs to know that their everyday work is recognized.

gives such a great first impression of your company and watch that person's face light up!

Whether it's a colleague, a boss, a subordinate or one of the staff who work in a little recognized support role, take time to tell them how they've impacted you personally, your team, a customer or in any other way.

Don't wait until they're gone. Right now I have two coaching clients looking for other positions simply because they feel unappreciated and never hear a good word from their boss or colleagues. It truly saddens me. That's not a healthy work environment for anyone! One of the greatest ways you can impact your world is by letting others know the value they bring – whether simple or extraordinary – it's relevant and they need to hear that it is!

As you begin to take notice and offer encouragement and praise, it will encourage others to do the same. Watch the energy it infuses into your organization's culture!



Contact me for ideas to show your employees you appreciate them.



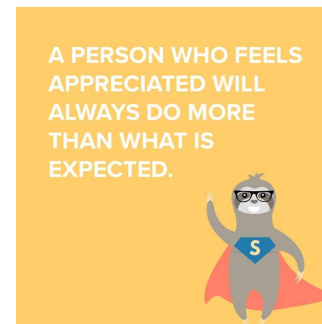
How do you like praise? It's like a Burger King Whopper – you know, "Have it Your Way"! Well not everyone likes to receive praise the same way. Some like it out in front of others. They like having others hear the praise about them.

Other folks prefer quiet private praise – offered in the privacy of an office without much ado.

Think about how the person you want to encourage best likes it "their way" before you deliver it.



Those who bring sunshine to the lives of others cannot keep it from themselves





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