## **Recognize Employees for What is Most Important to Them**

Consider how you might recognize your employees' contributions with specific feedback more frequently. As you do, remember to think of the values of your organization/department as well as what is important to each individual.

Individ	ually
1.	When you led the meeting today, I was impressed by how you
2.	As I observed you with our customer (client, supplier, etc.) who was frustrated, you did
	such a good job of
3.	Thank you for onboarding our new employee (intern, coworker, etc.); you did an
	excellent job of
4.	You make a difference on our team. I appreciate how you
5.	You asked about what I see as a career next step. I see you leading a team because
6.	Thank you for volunteering for the new assignment. I have complete confidence in you
	because
7.	I appreciate how you demonstrated courage in speaking up for
8.	I received excellent feedback from one of my peers about how quickly you learned to
9.	I admire how you handled the negative comment during the meeting; you remained
	non-defensive and did an excellent job of
10.	Thank you for bringing playfulness and laughter to our team; you put all of us in a good
	mood because you
11.	You are one of our best because you
12.	You live our values by
13.	It is always a pleasure to work with you because
14.	What you did exceptionally well during the meeting today was
15.	You encourage others by how you listen to others before you
16.	Your team trusts and respects you because
17.	When you face a difficult situation, I appreciate how you
18.	I've been impressed with how you include others as we work remotely by
19.	It isn't easy to collaborate with others outside our team and I appreciate how you
20.	You really held people's attention during today's presentation. I especially appreciated
	how you

