



## 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.

### Individually

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 \_\_\_\_\_.