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 ______.

