

*"Recognition is the greatest motivator."*

*-Gerard C. Eakedale*

You can make a huge difference to the culture of your organization with a few thoughtful words and acts. You don't have to be the CEO to acknowledge somebody. You don't have to be a manager or a team leader to say 'thank you'. No matter what role you play in your workplace, you can help others feel appreciated. If of course you do hold a leadership position, appreciation and recognition are a vital part of your role in encouraging employees to feel positive, and to contribute to the best of their ability. Read on to find out how to add a little employee recognition into your day.

**Sally x**

### *In this edition of Blockbuster Life Solutions*

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### *Create Your Blockbuster Corporation*

#### **Employee Recognition**

*"People often say that motivation doesn't last. Well, neither does bathing – that's why we recommend it daily."*

*- Zig Ziglar*

How often do you openly recognize or appreciate someone at work?

Conversely, how often do you feel recognised or appreciated at work?

In many organizations, recognition is a scarce commodity. Why not make your workplace the exception? Use every opportunity to demonstrate your gratitude to employees/colleagues. Don't wait for a special occasion or a work appraisal - you can tell your colleagues, coworkers and employees how much you value them and their contribution any day of the year.

Recognition and appreciation in the workplace builds employee motivation and a positive, productive workplace.

There are hundreds of employee and coworker appreciation ideas just waiting to be found. I encourage you to stretch your imagination. Here are some ideas to get you started...

- Praise something your coworker has done well. State the specific actions that you found admirable.
- Just say, thank you - anytime, anyway, any reason. Show your appreciation for hard work and contributions.
- Write a card or a note of appreciation
- Ask your coworkers about their family, their hobby, their weekend or a special event they attended. Your genuine interest - as opposed to being nosey – causes people to feel valued and cared about.
- Almost everyone appreciates food. Bring in muffins, doughnuts or another treat for staff and coworkers to eat during morning tea.

If you are in management/leadership...

- Provide opportunity. People want chances for training and cross-training. They want to participate on a special committee where their talents are noticed. They like to attend professional association meetings and represent your organization at events.
- Provide a small gift when you verbally thank and praise an employee.
- Write a note to an employee that documents the reasons why he or she is receiving a gift certificate.
- Name an employee publicly at a meeting and tell the other attendees what they did to deserve recognition.
- Send out a company-wide email announcement
- Publish an employee's name in the company newsletter with a description of their contributions.

## **Create Your Blockbuster Life**

### **Gratitude**

*"Let us be grateful to people who make us happy; they are the charming gardeners who make our souls blossom."*

*- Marcel*

We all like being thanked. It's a great feeling to have someone, especially someone who doesn't stand to gain, tell us that we made a difference in their lives.

Why don't you adopt an attitude of gratitude in your life each and every day? Everyone benefits! That's because being thanked and having reason to thank others are two sides of the same gratefulness coin. Both exemplify the positive in human behaviour and provide a positive charge that boosts our emotional balance.

Show your gratitude to family, friends and others.

There are so many ways to express your gratitude - it really doesn't take much to say thank you via word or deed. Here are a few ideas to get you thinking...

- Say thank you for something someone said or did for you. Express how it made a difference in your life.
- Write a card or note
- Send a text or an email
- Do something little but thoughtful for someone
- Tell someone you're there if they have anything they want to talk about—and let them know they have your full attention.
- Compliment someone on a talent, skill, or strength that you admire.
- Ask to help out just because

## News

I will be presenting a seminar on 'The Toxic Worker' as part of The Geelong Small Business Festival in August. Stay Tuned!

## Q&A

I would love to hear from you!

Email me your questions and I will publish them along with my answers in forthcoming editions of Blockbuster Life Solutions.

## Connect With Sally

**Please connect with me**

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