Engagement: I Felt Valued

Meet with a coworker who is in a similar position to yours from a different department. Each of you can think of times when you felt most valued by the organization, then individually answer the following questions on paper.

- What was the situation?
- What did others do to create the climate when you felt valued?
- What did your boss do?
- What contributions did you make and how were you recognized for these contributions?
- How would you describe the impact?

Pause and discuss your responses. Listen to each other’s situations. Then discuss the following questions:

- What contributions are your fellow team members currently making?
- What would you lose if they were not present?
- How often do you tell them you appreciate their contributions?

What will each of you do as a result of this exercise? If you need some ideas, Beverley Kaye and Sharon Jordan-Evans book, *Love ’em or Lose ’em* introduces 26 research-based strategies—from A to Z—for engaging and retaining employees.