Feedback: Recognition—Pass It On

Find a quiet place and think of times when you felt most valued by the organization.

- What was the situation?
- What did others do to create the climate where 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 think about your responses. Now think about today.

- 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?
- How often do you recognize their progress?

List all the people that you have been somewhat negligent in recognizing their progress, contribution, achievement. Think about how you are going to rectify this. Jot some notes. Then get going.