



SILVER ROSE  
CHANGE YOUR FOCUS; ENGAGE YOUR TEAM

## Appreciation = “I notice”

**THANKS FOR NOTICING**

I’ve written about this before but it bears repeating.

We seem to make a very big deal about employee engagement. We conduct surveys, put in systems and programs to address the issues and yet nothing seems to improve.

Perhaps we are overcomplicating things.

Our employees and co-workers (our families!) all want to feel appreciated. We want to fulfill those desires.

Here is a simple way to show appreciation in any situation: simply notice what others are doing and tell them you noticed.

**To the receptionist:** “I’ve noticed that, when things are slow for you, you ask your co-workers if there’s anything you can do for them. Thank you for that.”

**To the maintenance person,** “I see that not only are the floors clean but the baseboards are, as well. Not everyone takes that extra step. Thank you.”

**To your boss,** “Whenever you want to speak to me you always ask if it’s a good time. I really appreciate that consideration.”

Take a moment to think about those around you. What do they do, without being asked, that is noteworthy? When I say “noteworthy” I don’t mean that it has to be a big deal. It’s just something they do that makes work more pleasant.

Another way to think about it is, what do you complain about others doing? Are there people around you who DON’T do that? Have you told them how much you appreciate it? Here’s an example: when I am in a restaurant and telling a story, I *really* don’t like it if the server interrupts. First of all, have you noticed it’s usually when you’re in the middle of the punch line? Therefore, whenever a server waits for me or anyone else at the table to stop talking before interrupting, I always let them know how much I appreciate it.

You might say, “Well, Silver. That’s how they are SUPPOSED to behave,” and you would be correct. That doesn’t mean they don’t deserve to be thanked for it. Keep your focus on what people do that pleases you, thank them for it and engagement will naturally increase.

**Change your focus; engage your team!**

**Silver Rose is an Employee Engagement Thought Leader** who works with organizations to implement practical, proven and timesaving strategies for: (1) improving employee engagement, (2) increasing profitability, and (3) freeing leadership from the need to micro-manage.

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