



Simple Solution with Amazing Payback

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Why are we so reluctant to give employees praise? We know it's one of the top five things employees want. We know that "thank you" are two of the most powerful words in the English language,

One manager recently said, "If I praise them, then they'll know they do good work and they'll ask for a raise."

Not only does that show a lack of respect for employees, it also shows a total lack of understanding what motivates people. Especially in a down economy, most employees want appreciation for peace of mind. They know money is tight. They want some assurance that they are important and their employment is secure.

What type of appreciation do workers want? Research consistently shows that employees do their best work when they are *routinely* thanked in person, face to face. Also, public praise is very powerful. Handwritten notes are effective. Thanking people by email should be a last resort. Employee of the month programs generally are rated as too impersonal.

Find specific actions to appreciate. Notice the routine duties that are done well and employees will know that you notice their regular work, and they will feel more valued. Their loyalty increases.

Thanking employees regularly – with sincerity and for specific work – is a huge motivator. It means more to most people than we realize, and it fires them up to do *more* good work. Knowing that what we do is appreciated is all the reason we need to do it again.

Our job as leaders is to support people in becoming the best that they can be. Amazing things happen when you develop a work culture of appreciation. If you want loyal employees with passion for their work, be passionate in thanking them – all the time. Many of us are simply starving for simple praise.