

BOOST YOUR TEAM'S STRENGTH BY TELLING YOUR PEOPLE YOU VALUE THEM.

Comment on something they did well and why it mattered. Be specific.

"Your draft of the quarterly report was very thorough. It makes my life much easier when the reports are done that well."

Send a (physical) note to them and/or their partner saying thank you for doing your part.

"Dear employee, it's been a busy year for us. I know you've had to make sacrifices and put in hard efforts. I see your contributions and value them. I know that in order to contribute as you have that you'd had to also juggle your life at home and ask your loved ones to support you in your work efforts. For the entire team at your back, I am grateful."

Notice their emotional mindset, be curious and interested in how they are doing.

"Charlie, I noticed you were more quiet than usual on today's call. Is everything okay? Can I do anything to help?"

Check-in beyond the to-do list.

"Start your meetings with just 5 minutes of connection before diving into work. *How was your weekend? How are your kids doing at school? So nice to hear. Now we can get into the nitty-gritty at work."

Leave a gift card for dinner out for them.

I know you've been working hard. Take a night out with your loved one to relax and refresh.

Talk up their work at a team meeting with specific details.

"Thanks to Jennie's concise report we were able to..."

Ask about their aspirations and dreams.

Make time in a monthly check-in about what people hope for in their professional and personal lives. "Do you envision this job taking you anywhere in particular? What skills are you building or want to build that matter to you?"

Open up about your story, what moves you, why you do what you do.

Share with your people the answers to some of these questions: How did you get to the role you're in today and why does it matter? What calls you to be in your job now? Why do you work? This will help your people see you as a real human being and create an environment of trust.

Acknowledge when you make a mistake

it makes you human.

Host a team experience that builds trust.

Open a meeting with a great question, bring in lunch, sponsor a team retreat, do something playful, etc.