

# HIGH FIVE!



Right now people need a high five. Here's how frequent recognition can impact them:

**59%**

Decrease in feeling fearful about COVID-19

**68%**

Increase in engagement

**48%**

Increase in trust in the leader to have their well-being in mind

SOURCE: O.C. TANNER INSTITUTE PULSE SURVEY, MARCH 2020

Now more than ever is the time to consider adding intentional elements of appreciation and recognition to your leadership. Here are some ideas to spark your creativity.

## Let the sun shine - Mondays!

Invite your team for a morning check-in. In sharp economic downturns, employees need the sustenance of positive daily communications and experiences more than ever. Generate power by looking for opportunities to move forward in the business climate. Focus on what the company is doing right, where it is succeeding, and how each person can contribute. Always start with some good news about your team and the company. Then make a round inviting each teammate to share some thoughts and feelings. Remember for some of your colleagues, the office is their only community—feeling part of it is so vital!



## The hero of the hour

Recognize, recognize and recognize! As soon as you spot hard work, innovation and engagement, make sure you say YES! Show your appreciation by sending a reinforcing message. Democratize the giving of recognition to everyone by giving your teams the power to appreciate teammates by creating a hero poster celebrating successes. Celebrate even small victories. Remember: In this state of ambiguity, people need to know more than ever if they are doing the right thing, the right way. And research shows that when people (leaders or coworkers) give recognition to others there is a significant lift in their engagement levels, wellbeing, and connectedness in the organization.



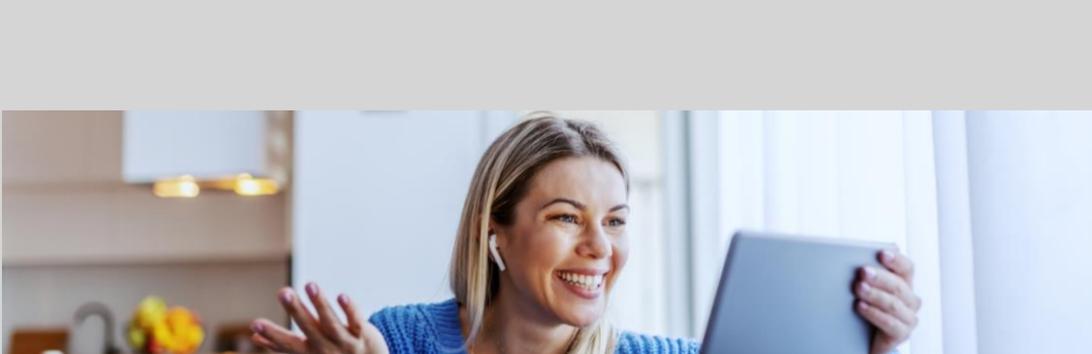
## Turn Virtual Meetings to Virtual Experiences

Currently for many of us the only contact with others is through virtual meetings and this notion can be quite limiting. Think creatively, spice things up—people need fun and socialization. Ask yourself, “What is something my team loves?” Baby goats, movie discussions, book club? As a leader, you are free to design these virtual experiences.



## We are Winners!

In times of adversity, our best friend is the one who believes in us individually and as a team. We all need some encouragement. Believe in your team, set clear goals and strive for victory. Align and inspire your team. Create a culture of resilience and generate a sense of empowerment by focusing on what associates are doing right, where they are succeeding, and how each person can contribute. Focus on metrics the team can continue to move at this time.



## Compassionate - Fridays

Being understood and having someone to lean on is so important for our overall health and wellbeing. Some of our colleagues live alone and during the weekends it can be quite lonely given the current restrictions in many places. Consider wrapping up the week with a comforting closing meeting where you can check up on everyone and leave them with a positive message to take into the weekend.

# #inthistogether