



OFF THE TOP OF MY HEAD!

ExecuCoach360 Newsletter

“Finding Your Direction is Only the Beginning”

“Simply – Thank You!”

The Spirit of Inspiration

Liliane M. Agee-Finke

Webster’s dictionary offers ten definitions for the word “inspire”. Out of all of the various meanings, the word influence surfaces six times. For example: *to influence confidence in others; his influence inspired others; they were influenced by a belief in a better future.* These descriptive words have motivated me to write about the spirit of inspiration.

Inspiring others can be accomplished in many ways; however, the key is to inspire with authenticity and to be cognizant of what truly motivates the individuals or teams. It has been proven time after time through job satisfaction surveys that the motivational power of acknowledging and appreciating one’s efforts ranks higher than their compensation. Money is spent and plaques collect dust, but a simple thank you or a personalized note goes a long way. Here are some ways that you can express your appreciation.

1. Be real – We want our co-workers to see our strengths. We would rather not show our weaknesses. On the contrary, let them in and see what your weaknesses are. It shows that you are human and that you need them in areas that they are stronger in. Be your authentic self no matter what.

2. Don’t miss the obvious – Slow down and observe what others are doing around you. When you notice someone’s strength or talent let that individual or team know. Recognize them immediately and be specific to what you have witnessed. For example, “I noticed that you have redesigned the storage area, good job!”

3. Take the time – Recognize individuals and teams when they have gone way beyond what is expected. Recognize them publicly. Send a hand written note, it is unique and shows your authenticity. Send emails and copy their supervisor. If it involves a double team, check that you have recognized *all* of the players.

4. Make it public – Write a press release and send it to trade magazines. Write an article for the company newsletter. If no one has an objection, take a photo and submit it along with the article.

5. Offer additional training – If you see an individual who is doing extremely well, take the time to develop that individual or team by providing additional training and opportunities.

6. Use inclusive language – Use “we” instead of the isolated “I”. “We” is more likely to inspire. “I” projects the “it’s all about me” syndrome and this is more likely to turn people away.

In closing, keep in mind that any type of recognition will not be forgotten. Make a habit of recognizing others and teams for their efforts and keep your eyes and ears open. The probability of an individual or team demonstrating something spectacular may be happening right before your eyes, this very minute. By the way thank you for taking the time to read this!

Thought Provoking Question:

“At what point are we good enough? When are we self-improved enough to accept ourselves?”

Thought of the Month

“Teach and some may learn. Lead and some may follow. Inspire and they will never be the same.”

Author Unknown

Did you know?

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