
A Simple Thanks Can Work Wonders

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By Kathleen Gage

With the downturn in the economy some managers have lost site that things will turn around. In many industries there seems to be a lack of focus on employee motivation and appreciation. Interestingly, the two go hand-in-hand.

I have talked to many managers who have the attitude that workers are plentiful so they need not put much attention to appreciation. They focus only on production and bottom line. Many production issues would improve and the bottom line would get stronger if they would focus more on appreciation.

There are leaders who understand now, more than ever, it is essential to let their staff know how much they appreciate them. They understand people are in so much fear today that some genuine concern for their people's well-being will not only have long-term benefits, it is just the "right thing to do." These visionary leaders realize that when the economy turns around they will have built a level of loyalty that money can't buy.

Ask yourself, "Am I the kind of person who willingly appreciates my team? Do I take the time to let people know they are a part of the success of the organization? Is there anything I need to do to improve in this area?"

A simple thank you can work wonders. A verbal thank you in private or acknowledgement at a staff meeting or even a thank you card can work. Of course, there are countless other ways. However you decide to show appreciation make sure it is sincere and know that what you put out comes back tenfold.

Kathleen Gage is a business advisor, keynote speaker and corporate trainer based out of Salt Lake City. She writes a monthly column for the Enterprise Newspaper on Employee Motivation. She is the author of **Message of Hope** and **Workplace Miracles**. Visit www.kathleengage.com or email Kathleen@turningpointpresents.com