

The Welch Report

**If You Want to be Recognized and Appreciated, Make Sure You Are Recognizing Others and Showing Your Appreciation**

One way to foster positive feelings from others is to do what you can to help them and to thank them. Just as it is critical to thank your customers, it is equally important to thank your co-workers and employees. They are your internal customers.

Let them know how much you appreciate their efforts. They will want to work hard to gain this type of honest sincere appreciation. Wouldn't you?

If they think you don't care, how much do you think they will care? How hard do you think they will work to help you? They will work much harder for someone that they like, someone who appreciates what they do, compared to someone who threatens, complains, ignores, or shows no appreciation. Wouldn't you?

This goes for both management to employees as well as employees to other employees. Build relationships. Make the jobs of others easier so they will help make your job easier.

Build support among your people and co-workers by recognizing their efforts and by expressing your appreciation. This will make your job more secure, enjoyable, and, most likely, be very valuable to you in your career path.

After all, who would you rather promote, someone who has the respect and appreciation of those who work for him, or with him, or someone who does not?

Who would you rather work for, someone who helps you in every way they can or someone who worries only about themselves?

Who would you rather work with, someone who shares credit and shows appreciation to you or someone who hogs the credit and blames others for anything and everything that goes wrong? Who do you think your co-workers would rather work for or with?

You succeed by helping others get what they want. When you put everything else aside, people are what matters. People help people. People promote people. People reward people. People and chemistry are what will often make the difference.

Help people and they will help you. You will never succeed without the help of others. Become known as someone who will go the extra mile. Stay late. Take on added responsibility, solve the difficult problems. Be known for these things and you will get ahead.

People tend to do more for the people they like. They will go out of their way to help people they like. **They will work harder for people that appreciate their efforts.**

They will go the extra mile for people they respect and appreciate. They will promote people they like over others if all else is even close to being equal.

This is not good, bad, or indifferent. It is the reality of the way things are. Look at your own actions toward others if you have any doubt of what I am telling you. It is simply human nature.

People will work much harder and demonstrate much greater loyalty to people they like and respect. This is simple human nature. You and I do the same thing.

This is a very simple formula. Being liked and respected most often results in an increased level of performance and loyalty from your co-workers and employees. Being disliked or disrespected results in disloyal co-workers and employees who may do little more than they must to keep their job.

**Which type of employees would you rather have as a manager?**

**Which type of co-workers would you prefer to work with?**

**It is up to you. Which type of person would you rather work for?**

**Who would you keep on or promote first, the person that enjoys the loyal support from his group of highly performing people or the person who does not?**

Also remember the commitment or lack of commitment you have from your co-workers or employees will show up in your superior's eyes in numerous ways. From improved unit profitability to grapevine feedback regarding morale. They see the results.

Never forget that when people are considered for promotions, increased responsibility or survival during a layoff, a key factor upper management must consider is the relationship the person being considered enjoys with the people they work with, work for, or manage.

But don't just show appreciation because it benefits you to do so. Do it because it is the right thing to do. Excellence should always be recognized and appreciated. It is not just the job of management, although it certainly is their job, it is the job of everyone.

Never overlook the fact that most things of any significance that you accomplish on the job will only be accomplished with the help of others. In some cases, this help will be minor and in other cases it will be very significant. It may come from many or only a few. Whatever the case, make sure you thank those who helped you publicly if possible and appropriate considering the situation, or at the very least thank them privately.

You must share credit and acknowledge the help of others. Not only is this the right thing to do but if you ever want help from these people again, or from others who see how you share or hog the credit, you had better spread it around.

If you don't, not only are you not going to see help in the future, but your reputation will be hurt, and people may actually work against you and sabotage your efforts.

Let me ask you, have you ever gotten a thank you note from someone in your organization? From a boss? From a co-worker, from an employee?

I'm not surprised.

How would you feel if you did? I imagine like a million dollars. How hard would you work to live up to the expectations of that person? How much would you support the efforts of someone who took the time to not only recognize your efforts but to thank you for them in writing?

**If I were you I would be on my way down to the card store right now.**

This edition of The Welch Report has been provided by Derrick Welch the author of **‘In Pursuit of Profits: How to at Least Double your Profits Without Increasing Your Sales’. Including 1,000 Cost Control, Expense Reduction, and Income Producing Strategies You Can Start Using Today To Dramatically Increase Your Bottom Line.**

And **‘Defy Mediocrity. Choose to be Uncommon. Think of the Alternative’.**

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