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May 25th, 2015

Hello Sophie, here is our newsletter for this month.



Mothers' Day. It is wonderful to celebrate mothers, and it should be so much more often than once a year! Unfortunately, my mother passed away a few years ago and I miss her dearly. But it reminds me every year, that I am glad I was able to show her my appreciation while she was around.

More often than not, we tell our colleagues and our employees what they are doing wrong more often than telling them what they are doing right. I even know of some companies that cannot complete an employee evaluation without pointing out something that the employee is doing wrong!

We do what we focus on. If, as an employee, you keep being told what you are doing wrong, you will keep on focusing on that instead of doing what's right. In coaching, when our clients come and see us, we focus on things that are working right and increase their energy on that. This approach it is a lot more productive.

What do people want? To be recognized and appreciated. It is that simple. If your style of leadership is to bring others down to raise your own profile, you will not last long. After 30 years in the business, I have seen my share of "good" bosses and lousy ones. For me a "good" boss is someone who challenges me, appreciates me and helps me improve in the areas that are lacking. I make mistakes, everyone does. But instead of focusing on those, a "good" boss will help me learn to fix those areas and move on.





HOW TO BUILD CONFIDENCE:

Don't wait until that one day a year where it is your employee's evaluation to appreciate them. Do it regularly. Appreciating an employee or a colleague can be simple: A nicely worded email, a pat on the shoulder, a call out during a meeting. Do it sometimes in public and sometimes in private. And when they do something wrong, don't criticize. Help them learn from their mistake and improve.

It just makes smart business sense.

Have a great month!

Sophie



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"When we can no longer change a situation, we are challenged to change ourselves".

VIKTOR FRANKL

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