

Recognizing Value Activity

GOAL: Get to know team members, what makes them feel valued and why they feel that way.

TIME: 10-15 minutes

PROPS: Let's Make a Day laminated cards and dry-erase markers

Setup:

People like to be recognized for their worth in different ways. Ask participants, "What are the different ways?"

- Public, grand recognition.
- Private, personal recognition.
- Other (a note, verbal, gift, award).

Individuals feel differently about what makes them valuable. What are some ways?

- What they know (knowledge).
- What they do (creating spreadsheets, facilitating, etc.).
- How they do it (quickly, efficiently, with creative flair, etc.).
- Who they are being (someone with a great attitude, persistence, etc.).

Activity:

1. Using the Let's Make a Day cards, have every person at each table write down what they would like to be recognized for at work. Have them be specific.
2. Finish this statement, "I'd like to be recognized for..." Examples might be:
 - The help I give to my coworkers that is not part of my job description.
 - The quality of my latest project.
 - The enthusiasm I show up with every day.
3. Ask for a few volunteers to share what they wrote. (If time allows encourage everyone to share.)
4. Discuss ideas for how to achieve that recognition.
5. Conclude with a thought about how we view our coworkers.
 - Do we see people for their strengths?
 - Or do we notice more what they lack?
 - Focusing on Make Their Day helps us focus on people as half full, not half empty.

