

## Recommendations for Development

Are you getting the level of praise/recognition that you feel you deserve?

In what form should the recognition be provided to you?

Which people around you seem to be getting a great deal of attention? What are they doing to get it?

Who do you need recognition from? How often?

Are you the “go-to” person on your team? Who is?

Reverse gap: Do you find it embarrassing to be recognized by others? What rewards are more satisfying to you? Is there a cost to “standing out” in some way?

### To Do:

List three types of attention/recognition you would most like to receive at work:

- 1.
- 2.
- 3.

If you desire more recognition, identify who in your work group is getting the most attention. For one week, observe what steps/measures this individual takes. At some point, attempt to talk with them and see if you can better understand how their performance leads to improved recognition.

Once you have better understood what you need from others at work, communicate your needs with one or two people on your team.

Are you a role model for praising others? If not, try to find at least 3 instances where you could better communicate your appreciation for others. You may discover that you receive more recognition as well.

