

Don't You Forget About Me

How to Appreciate your Team

1	REFORMER		Empower them to implement their plans for improvement as standard operating procedure.
2	HELPER		Surprise them with a heart-felt gift from the entire team, and regularly affirm their contribution.
3	ACHIEVER		Give 'em lots of Gold Stars – awards, money, promotion – that advance their career.
4	INDIVIDUALIST		Celebrate and support what sets them apart: their artistry, unique contribution, and depth of insight.
5	INVESTIGATOR		Credit them as a master inventor – ask their advice, respect their analysis, and take them seriously.
6	LOYALIST		Reassurance! Let them know they're indispensable to the team, and offer to lift some of their load.
7	ENTHUSIAST		Provide freedom to design their own days, and surprise them with days off, fun gifts, and adventures.
8	CHALLENGER		Respect their presence and follow their lead. Trust them, empower them, and get out of the way.
9	PEACEMAKER		Connect with them and affirm them. Allow them to take time off, rest and rejuvenate.

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