

GIVE MEANINGFUL APPRECIATION.

Celebrate our many successes. Recognizing people doing things right is more effective than pointing out when they do things wrong. Regularly extend meaningful acknowledgment and appreciation to coworkers, clients, and partners.

This past week, I was looking through some old photos on my phone when some pictures of my family during Thanksgiving suddenly struck me and made me think about the importance of meaningful appreciation. Coincidence? I don't think so.

On the other hand, the "glass is half full not half empty" idea is not what I grew up with hearing from my parents. In fact, my father used to say, "What glass? Just get the job done!"

In meeting with a close friend of our firm recently, he told us when he came home with a 99% on his school exams, his parents would ask him, "what happened to the 1% you missed?" However, we all know how great it feels to be acknowledged for accomplishments, not our short-comings.

The great news is successes are happening every day all around us, we just have to look and focus on them. One of my mentors taught me to wake up every morning and think of five things you are thankful for and five more when your head hits the pillow at night. If you do this, in a weeks time your life will be transformed.

I could share a positive story about every one of our great people at Tamar Fink, but since space is limited, I will share about Diana, who has been with Tamar Fink for a few months. We all agree she has an amazing, positive attitude. I think if, G-d forbid, there was a nuclear attack she would find the "bright side." She always has a warm smile and welcome hello for every person who comes through our door. Diana had surgery on her foot after an accident and for a number of weeks she wheeled around the office on a scooter

since she was not able to put weight on her leg. This incident did not prevent her from doing anything her job required and more. In spite of the this limitation, she helped prepare for and set up several meetings that involved carrying items upstairs and downstairs and a great deal of running around overall. There was even a time when she ran downstairs without any objection, or complaining, to the deli to get some real milk for a meeting rather than putting out the fake/imitation milk creamer. It's this kind of thoughtful attention to detail that makes the difference in the quality of experience our clients and visitors experience making them feel valued and cared for. What always strikes me is not just that she does the small details, but that she does it with joy and delight in order to serve others well. How much fun is that!?

What's the formula for expressing meaningful appreciation?

1. Make it specific not general. i.e., not "you're great," but rather, "you did X so therefore you're great."
2. Make it personal and explain how it impacted you.
3. Say it out loud to them and if appropriate, share it with others.

I am THANKFUL to have each and everyone one of you in my life and am blessed to be able to work with you every day and share this amazing journey we are on together!

Find something positive about one of your co-workers today and share it with them. Do it today and everyday and we will all be transformed!

