



THE PACESETTER WAY

Leadership Team Insights

PACESETTER
OUR PEOPLE, YOUR ADVANTAGE

Brought to you this week by Darris Linginfelter, Associate Manager
of Strategic Pricing

Recognize and Appreciate

Positive, meaningful feedback is a tremendous source of energy and encouragement. Make it a point to offer appreciation and recognition to those who play a part in Pacesetter's success.

As Justin noted during a huddle, more associates crave positive feedback and to be recognized for good work, than to simply be handed a gift card with no verbal or written note of a “job well done.” Although monetary gifts are usually appreciated as well, it does not take much (or break the budget) to simply say thank you and to recognize someone who did a fantastic job. One of the keys to retaining great associates and creating an admirable culture is when leaders genuinely appreciate and encourage their associates.

Jordan also recognized the Big Ol’ Shantys Team, which consist of our strong, courageous walkers and amazing volunteers, for participating in the Susan G. Komen 3-Day over the weekend. Thank you all for your tireless effort in making an impact in this world and representing Pacesetter so well. We are all so proud of you!

Although so many of you already do such a great job recognizing your fellow associates, always remember to appreciate those around you, whether it be a quick thank you when passing in the hallway or a written email or message, it means more to others than you know. Forbes.com contributor, Meghan M. Biro, explained associate recognition quite well by stating, “Recognition is a key tool in employee retention programs for a reason: people need more than constructive feedback and positive affirmation. They need recognition of extra effort. They need to “feel” it. This will never go away as a basic human need.”

“Appreciation can make a day, even change a life. Your willingness to put it into words is all that is necessary.” – Margaret Cousins

Check back next week for more Leadership Team Insights and be sure to comment on our website about all you are doing to live out these fundamentals!

