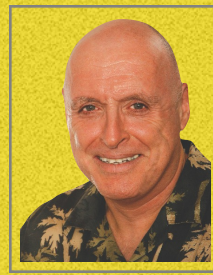


# THE EXTRA POINT

BY JERRY ROBERTS



## # 1672 Last-Minute Christmas Gifts for Coworkers

It's Christmas Eve and you're still looking around for gifts to give to coworkers. Oh, but you discover that your bank account is zero and your credit cards are maxed out. Now what are you going to do? I'm Jerry Roberts, and I've got you covered. Whether you're a boss and you want to give something to the workers on your team; or you're one of those workers and you'd like to give the boss something he/she will appreciate — I've got you covered, next on the Extra Point.

You've got no money and you still have names on your Christmas list. If you're looking for something to give to your boss, I've got three great choices that your manager will love:

### 1. Increased Commitment

One of the most valuable gifts you can offer your boss is a renewed commitment to the team. If we're honest with each other, that commitment isn't always at the highest level. It sort of comes and goes, like the tide.

Contribute ideas, look for improvements you can make, and support others. If you see someone struggling, lend a hand.

When you rev up your commitment engine, people take notice and maybe they do it, too.

### 2. Better Problem-Solving

Some workers naturally try to fix things when they have a problem. They consult their boss only when they try to solve the issue and come up short. When I managed teams, that's the kind of player I was looking for.

Dig in, decide what's wrong and then figure out what to do about it. If you need my help, okay, but see what you can do before you get me involved. This is a tremendous gift for any manager.

### 3. More Feedback

Early on in my management career, I came to the startling conclusion that I couldn't read the minds of my team members. Oh, bummer!

So, I started asking questions. Some workers gave excellent and detailed feedback, but many did not. Some workers weren't used to giving feedback, and it took a long time to get them to do it. Eventually, many provided good feedback without me having to ask questions. That's as good as it gets for a manager.

Three great gifts for your boss — ramp up your feedback, improve your decision-making, and deeper commitment. Zero out-of-pocket cost for you, but incredible value in the eyes of your manager.

Now let's switch to gifts the boss can give to each worker.

### 1. Recognition and Appreciation

The percentage of managers who give regular praise is small. Some don't believe in it, some are overwhelmed with their job and don't get around to it, still others do the best they can and the recognition is inconsistent; and then you have the relative few who are consistent in their appreciation.

Praise and recognition is a super power. Most workers crave it, even if you don't think they do. It's a gift they never get tired of receiving, if you do it right.

### 2. Opportunities for Growth

The people who only care about how much they make each hour, and the clockwatchers, probably aren't thinking about career issues. That said, most people do. Develop a plan for each worker on your payroll.

### 3. Autonomy and Trust

This is the empowerment thing, showing that you have enough trust to allow the employee to make decisions on their own. Imagine what this can mean to someone who has never had anyone trust them in this way before.

If you work with people and build them up one decision at a time, you might be amazed at how they can develop. (Con't.)

Autonomy and trust can also lead to major changes in the level of commitment a worker makes.

Three powerful gifts any worker can use — trust and the freedom to make decisions, growth opportunities, and sincere praise and recognition for the good work they do.

There you go, three gifts for every worker, and three for the boss. All will be very welcome.

There's no need for driving around, no standing in lines, and no wrapping paper required.

Merry Christmas and blessings to all.

That's the Extra Point. Be responsible and make something good happen today. For 93.3FM, the Ray Gibson Show, and First Hawaiian Bank, I'm Jerry Roberts.

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