Group 1

How do you make your colleague feel valued?

Listen, recite and Acknowledge
Learn people's name and use them when speaking to them
Smile
Card or e-card
Compliments
Shout out
Respond in an email chain with acknowledgement of a great idea.
Step up for them or act on their behalf
Letting someone know you are available for them if you they need you.
Thanking them for their own feedback or point of view
Small gifts on your desk
Any surprise
Recognition
Giving credit where credit is due
Service Anniversary
Service Anniversary when you became a Case Advocate
Birthdates
Graduation from Program
Acknowledge their worklife balance
Acknowledge their family

GROUP 2

1. Respect their ideas
   a. Asking questions
   b. Discussing
   c. Find ways to elaborate their idea
   d. Giving them time to talk about the idea without interruption
   e. Discuss different ways to implement their idea
   f. Paraphrasing
2. Sharing your own ideas
   a. Asking for their thoughts
   b. Suggestions
   c. Accepting constructive criticism
3. Not judging.
4. Remaining flexible
5. Build each other up
   a. Work together on skill development
   b. Be team player
   c. "Each one teach one"
6. Check to see that everyone is the same page
   a. "no one is left behind"
7. Feel their vibe

Group 3

Ask for their input; What do you think about this?

Positive feedback

Invite them to lunch

Recognize their milestones/accomplishments , i.e., birthdays, peer-to-peer

Shout outs positives in group meetings

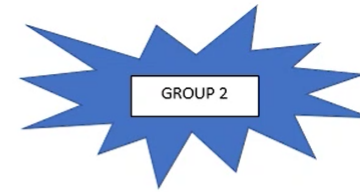Show an interest in them by asking about themselves; how are they feeling/doing

Treat them with respect

Buy gifts/insensitive

Plan team building outings

In office parties, i.e., pizza parties

Let them babysit your kids! LOL

Group 4

How do you make colleagues feel valued?

1- Touch base often i.e good morning every day
2- Express gratitude when needed
3- Give accolades
4- Listen to each other & ideas
5- Look for their input
6- Speak up for them i.e. good idea brought up during conversation mention in meeting
7- Encourage any of their efforts
8- Value them as a person- happy birthday, anniversary, etc..
9- Publicly & privately thanking them
10- Inviting them to participate i.e. input, growth
11- Recommend them for things, skills (empowering): development activities
12- Give trinkets when you go on vaca..for team members
13- Reward party – donuts, coffee, etc.
14- Changing pronouns- there is no 'I' in team- use 'we' to make inclusive
15- Give feedback
16- Prioritize well being