

What do your people really need from you?

Over the course of the last year, employee expectations have changed. Here's your chance to explore and act on what your team members need from you.

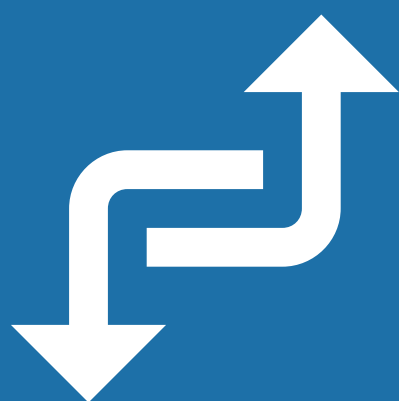


Lend an ear

People want to be heard. This doesn't mean that they need you to fix anything for them or take action on their behalf. What they need is for you to listen, ask questions, empathize, and demonstrate understanding.

Take a stand

People want a leader to take a stand for them. Even the most experienced and confident team member values a leader who stands up for the team, the team's work, and the choices they make.



Change something

Team members are often the first to see things that should be changed. They want a leader who is willing to upset the status quo, take on the big issues, and involve them in taking the change from thought to reality.

Invest in them

People want their leader to invest in them by developing their skills, providing them opportunities, and challenging them to get better. The reality is that many of these investments don't happen - not because of small budgets, but because of small thinking.



Support a cause

People want a leader who cares about what they care about. Smart leaders invest time understanding causes that are of concern to their people and actively supporting those causes whenever possible. This can range from showing up at a kid's play to donating to a charity.