

Management Minute

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Excuses for NOT Recognizing Others Accomplishments

1. "I don't know how. "

No doubt this can be an honest and valid concern. Most folks never receive any type of training on giving recognition.

2. "I don't have time. "

For sure, time is a precious and limited resource. Most of us have more stuff to do than time to do it in. But somehow we all manage to do the things that are really important to us. So, if you feel you don't have time to recognize others, it may be that you just haven't made it a high enough priority. Besides, how much time does it take to say, "Thank you" or "I appreciate it"?

3. "People don't care about it all that much. "

Yeah, right! Okay, if you look hard enough, maybe you can find one or two people who couldn't give a flip about being recognized. And you can probably find a handful who say it's not important to them. But for every person like that, there are hundreds who like being stroked for their efforts and contributions. Play the odds!

4. "It's not MY job!"

Think that giving recognition is strictly a top-down thing that only "bosses" are responsible for? THINK AGAIN! That's a fallacy and it's one of the biggest reasons why recognition doesn't happen as often as it could. and should. Fact is, supporting an environment in which people are acknowledged and truly appreciated is everyone's job. To believe otherwise is to assume that only supervisors need be concerned with basic courtesy.

5. "I don't believe in rewarding people for just doing their job!"

Me neither! A "reward" is something special and should be reserved for special achievement. But recognition is different. It's an acknowledgment, a favorable notice, and a reinforcement that increases the likelihood that people will keep doing their jobs. .. and making work that much easier for you!

6. "It becomes meaningless if done too much. "

Maybe so, but most organizations have a loooooong way to go before the meter reads "Too Much Recognition Happening Here." Actually, it's insincerity rather than quantity that tends to devalue recognition.

7. "I'm very limited in what I can do. "

Chances are that you're limited mostly by untapped imagination. Okay, so you don't control or even have access to money and formal award programs. Those only represent the tip of the recognition iceberg, anyway. Get creative! You'll find plenty of low- cost, informal recognition examples in this book. Develop more.

8. "Sometimes it's awkward and uncomfortable. "

So was the first time you drove a stick shift! But the more you did it, the easier it got (hopefully). And the more you liked doing it! If you're uncomfortable with recognition, there's a good chance you're not doing it enough. Go forth and PRACTICE!

9. "People will think they've 'made it' and stop working hard."

NOT! Think about it: Do you slow down when others show appreciation for your contributions? Enough said on this one.

10. "I don't get it. Why should I give it? "

Pure and simply because it's the right thing to do! You know how it feels to have your efforts and achievements overlooked. You know how it feels to be taken for granted. It stinks! Don't let one wrong become your rationale for doing another.