



It is important to let your team members know they are valued.

By **BARTON Goldsmith**

Emotional support is a crucial part of a motivated and focused team. It comes in a variety of shapes and sizes, but having the desire and ability to be supportive of your team members is far more important than doing it exactly right.

Here are top 10 ways to give emotional support to your team:

1 A handshake is worth a thousand words. Congratulating a team member on a job well done is the most inexpensive and motivational tool you can use

2 Be respectful of your team member's feelings. Letting your team members know that you are open to discussion, while letting them have the space s/he needs to process feelings and issues on their own is a way of showing that you care

3 Give small gifts, because a company t-shirt, coffee mug, or pen, lets team members know that they are wanted and valued

4 Compliment your team member in front of others. Saying nice things about your team member in the presence of associates, or clients, is one of the most supportive things you can do

5 Disagree with your team member in a kind and respectful way. Never judge or reject ideas without first considering them. If you have a difference of opinion, that's fine, as long as you express it with respect

6 Verbalise your approval. Actually hearing it is important to many people. Sure, there are many ways



Team Effort

you show your approval, but actually saying "Good job; well done!" will reassure your team member

7 Never ignore your team member's presence. There is nothing more hurtful than being treated like you don't exist. Even if you're angry at the moment, it's no reason to be rude to a team member

8 Listen deeply and take-in what your team member is saying. Knowing that you are being heard is validating. It is also the best way to prevent misunderstandings. Paraphrasing what your team member has said is a great way to let him or her know you are tuned in

9 Speak in a soft tone and remember to smile. Almost half of our communication is tonal and a little more than half is visual. Speaking in a sincere tone will let your team member know you care

10 If a team member is having a tough time, show your support. Don't hold back on helping. Having someone on your side when things are rocky is true gift.

Having a good relationship with your team members is crucial to success.

If they are also validated, valued and supported, so much the better — they will surpass your expectations.

Stay Well

Barton Goldsmith, PhD, an award-winning and highly sought-after keynote speaker, business consultant and internationally syndicated author, has helped develop creative and balanced leadership in several *Fortune* 500 companies, educational institutions, and government organisations worldwide. He lives in California, US. Website: www.BartonGoldsmith.com