TOOL

The Recognition Gap

Curated by Simon De Los Rios

WHO IS THIS FOR

This tool is for leaders who are strong on delivery and results, but move too fast to pause and name what their team, or they themselves, did well.

PAIN

A team that works hard and delivers, but privately feels invisible because effort and results are assumed rather than acknowledged.

SOLVES

Builds a simple habit of stopping to celebrate specific contributions, yours and your team's, so recognition becomes part of how the team operates instead of an afterthought.

TOPIC

LEADING A TEAM

READ TIME	TIME REQUIRED	WHAT YOU NEED
2 minutes	10 min	notebook, pen

Step 1: Check your last two weeks

Pushing hard and moving on to the next thing comes naturally. Stopping to celebrate takes a decision. Research on gratitude finds that when people are thanked for specific work, they tend to feel valued, stay more willing to keep contributing, and the bond with the person thanking them gets stronger. Think back over the last two weeks and write down every meaningful contribution, yours and your team's, big or small.

- *How many of these did I say out loud to the person who did it?*
- *What did I finish in the last two weeks that I did not stop to notice?*

Step 2: Get specific

For each one, write exactly what was done and why it mattered, not “great job,” but what the work made possible. Use the table below, and give yourself a row.

PERSON	WHAT THEY DID	WHY IT MATTERED	WHEN I WILL CELEBRATE IT
Me			

- *Would this person know precisely what I am recognizing them for, or would it sound generic enough to apply to anyone?*

Step 3: Choose a rhythm

Decide on one small, repeatable habit, a line at the start of a team meeting, a direct message at the end of the week, a specific mention in a one on one, a short pause to celebrate when something ships.

- *What is the smallest version of this I could keep doing?*

Step 4: Celebrate it this week

Pick one contribution, yours or a team member's, and celebrate it today. Tell the person, or if it is yours, tell someone you trust.

- *What almost stopped me from doing this sooner?*

BEFORE YOU CLOSE THIS

Put the first date of your rhythm in your calendar before you close this.

CONTINUE WITH

The Delegation Map, once your team feels seen for what they contribute, they are ready to be trusted with more.

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Source: SDLR (original). Research behind the note in Step 1: Grant and Gino (2010), Algoe (2012)