

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 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 naming specific contributions, so recognition becomes part of how the team operates instead of an afterthought.

TOPIC

BUSINESS & ENTREPRENEURSHIP

READ TIME
2 minutes

TIME REQUIRED
10 min

WHAT YOU NEED
notebook, pen

Step 1: Check your last two weeks

Think back over the last two weeks. Write down every meaningful contribution someone on your team made, big or small.

- How many of these did I actually say out loud to the person who did it?

Step 2: Get specific

For each one, write exactly what they did and why it mattered, not "great job," but what the work made possible.

- 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.

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

Step 4: Say it this week

Pick one person and one specific contribution, and tell them today.

- What almost stopped me from saying this sooner?

Example. Jane ran a team that consistently hit its numbers, and she assumed her team knew she valued their work because she trusted them with more responsibility every quarter. When she went through her last two weeks, she found four contributions worth naming, and she had said exactly zero of them out loud. She picked the most recent one, a team member who had caught a costly error before it reached a client, and sent a direct message naming exactly what he had done and why it mattered. He told her afterward it was the first time in a year a specific piece of his work had been called out by name.

BEFORE YOU CLOSE THIS

Recognition does not need to be big to matter. It needs to be specific, and it needs to be said.

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)

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