

Just try getting workforce success without respect

One universal truth for the survival of the planet is the sun.

Most employees would agree that one universal truth for survival of satisfaction in the workforce is respect.

Respect in the workplace can be defined as a manager showing appreciation and acknowledgement for an employee's contribution in a manner that's evident to both of them.

The goal of this column is to help leaders self-evaluate their effectiveness at showing respect to their employees.

One flaw I have noticed as a business coach is clients who are not aware of the relationship between their behaviour and their ability to inspire and motivate employees to want to work for them. When employees are not motivated, a company risks employee retention, conflict, stress, disability claims and morale issues.

A powerful motivator for employee satisfaction is feeling leaders respect them and show in their day-to-day behaviors that their presence matters. A simple axiom is that most of us need to feel that our contribution matters to an organization's overall success.

The law of reciprocation teaches that one good turn deserves another. Many employees start their jobs with vigour and pathos that are enriching and exciting to witness, but too many lose this drive within a few months or years.

Why? Many feel their contributions and opinions are not important and they become frustrated at the lack of respect shown to them by managers.

To Show Respect:

- Listen to employees to reassure them that their opinion matters.
- Treat each and every employee the same; show no favourites.
- Acknowledge and reward good work.
- Spend time walking the floor, talking to employees and building relationships.
- Be open to feedback and learn from your employees.
- Be collaborative and willing to engage employee decisions.
- Take time to teach employees.



- Use climate surveys to monitor employee perceptions.
- Tell people about your employees' successes.
- Be genuine.

Respect Quick Measure

The following true and false measure is designed to help you as a manager self-evaluate whether your current behaviours are demonstrating a commitment to showing respect to your employees. The more true statements you identify, the greater the likelihood your team feels respected.

Instruction: Circle T if this statement is true for you 80 percent of the time; F if it is not.

Respectful Behaviour Statements		True	False
1.	I have good rapport with my team.	T	F
2.	I acknowledge good work.	T	F
3.	I am approachable	T	F
4.	I show my team respect.	T	F
5.	I get respect from my team.	T	F
6.	I reward good performance.	T	F
7.	I treat everyone on my team fairly and consistently.	T	F
8.	I listen to my employees.	T	F
9.	I focus on building a supportive climate for my team.	T	F
10.	I know my team is important for my success.	T	F

