

Recognising Success and Celebrating Achievements

Jacqueline Melbourne-Milner, MCFI

How many individuals actually take the time to 'recognise their own links of achievement' outside of the 'workplace'? The ability to recognise one's own achievement/s: is an important factor within 'self-care' - and, with the average British employee maintaining over 35-hours at work, each week (2023), many factors of 'achievement' might well be factored within working hours.

When considering 'motivational influences', within the workplace, it's often said that: "There is no 'i' in 'team'" - and, when acknowledging any aspect of group 'intervention' (with 'permission') so as to deliver 'key links' of coaching support (whilst also connecting to others on an individual basis) - this support is often intended to 'serve' both 'employees and the workplace as a whole' (Haan et al., 2011).

And: when considering further the organisation, as a whole, it's also important to decide the overall 'aims and objectives' of the organisation (via a 'needs-analysis'). For instance: if the organisation wishes to promote and develop 'team performance' from within, then the first consideration might also be to ask:

'How can we build and encourage, both individual and team performance structures?'

Coaching & Mentoring: from the 'inside-out', serves to support the process of a 'company culture: built on coaching support' with 'inclusive feedback' based on continual support - whereby, all staff begin to feel both able and with confidence to 'progress through the ranks'.

External 'coaching': from the 'outside-in', supports the process of 'training the trainer' - so that they (the 'designated coaches within the workplace' [are able to begin to 'recognise' the individual 'achievements of staff']) are able to 'encourage staff to shine brightly' and become 'pioneers of their own career path' in line with 'team building' and an 'increase in combined future performance levels' ('champions'). It also provides a 'listening ear' for 'staff' who seek to 'build on their skills' (with 'permissions'), by gaining 'more in-depth support hours' (in order to receive training and or help 'develop their mindset') in readiness for future progression within the workplace.

With that being said: when 'designated coaches within the workplace' are able to begin to 'recognise' the individual 'achievements of staff' - then, the need to implement the process of 'rewards and incentives', in line with those 'achievements', will also become 'apparent'.

Essentially: The ability to recognise one's own achievement/s: is an important factor within 'self-care' - and, for many, the process of being able to 'recognise their own individual achievements' might often begin when their own workplace surroundings offer 'rewards and incentives' in recognition of their own (and or 'group's') 'links of success'.