

## How Can We Grow Others?

- Teaching skills, sharing experience
- Teach & encourage questions
- Cheerlead!
- Work on encouraging others
- open dialogue with staff to identify and support needs and goals
- Provide thoughtful and encouraging feedback about a person's actions/behaviors, not about the person
- Identify training opportunities and make recommendations
- Assign tasks to others to give them more experience and responsibility
- I've really been working on this with a team member who has been experiencing burnout. I want her to see how valuable her skills and contributions are. It has really changed the atmosphere in the office.
- asks about others interests, ambitions, & career plans and helps them work towards those goals
- trust in others to complete the tasks you have shared
- Mentor
- Coach
- give staff ability to make decisions and learn from mistakes if they are made
- Check in with others
- Model better behavior
- Mentoring and coaching take some training, I think.
- Teaching others new skills
- Help them identify a direction
- Being open to losing people that have different aspirations
- Realizing that even if it isn't the way I would have done it, it is good and valuable.
- Letting go.
- Celebrate
- brainstorm with individual staff how they can enrich their work experience and develop new skills/talents
- I have difficulty with this but I'm working on it: "Realizing that even if it isn't the way I would have done it, it is good and valuable. Letting go."
- Take time to be with someone
- Help others find strategies to contribute to the whole
- Be willing to let others help you grow. Don't be stubborn or so independent. Work as a team. Two minds are better than one.
- Encourage participation and further contributions.
- allow someone to look better than yourself
- be better
- Model the behavior you want to see in others
- Promote and guide new leaders
- giving credit where credit is due
- you receive trust from giving trust

- yes I think that's terribly important, and something I struggle with I have these amazing co-workers and being able to step back and realize that their being amazing doesn't make you any less swell