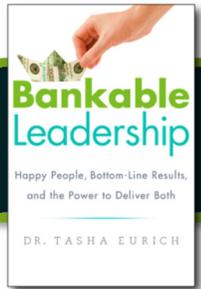


# Bankable Leadership Tip Sheet #6



## Support, Don't Hand Hold

What if you could support your people without creating a bunch of entitled whiners? Bankable Leaders do just that. They breed responsibility by helping employees find meaning in their work, give them attention without solving their problems for them, and breed a supportive environment so team members can succeed. But a common fear is going too far and inadvertently creating an entitled and mediocre bunch.

There are two approaches Bankable Leaders take to support their team without holding their hands:

- **Give them meaningful work:** When employees feel that their work gives them meaning, they'll take responsibility for it.
- **Include and support them:** When employees feel supported by their manager, they'll be more committed.

### Tips to Give Them Meaning

- 📌 **Tell them their work matters to you:** Many managers forget to do this. But just think about what your employees make possible for you, the team and the organization. Thank them for their contribution and tell them how much their hard work means to you.
- 📌 **Help them understand the impact of their work:** Don't assume your employees already know the impact of their work on the department, organization, the community, and society. Talk this through with them and tie their work to something that they care about.
- 📌 **Give them a voice:** Ask your team what's bugging them through informal conversations, employee surveys, staff meetings, or anonymous comment boxes. Create a task team to tackle one of the challenges they identify. Provide support for them to make it happen.

### Tips to Give Them Support

- 📌 **Spend one-on-one time with employees:** Spend at least 30 minutes per month with each team member discussing their overall goals and development. Sample questions:
  - What are you most proud of right now?
  - What are your biggest struggles and what support do you need?
  - What progress are you making in your professional development?
- 📌 **Create team camaraderie:** It's just as important to forge relationships between team members as it is to build them between you and each individual. The point is to create a "work family." This need not be complicated or fluffy: Carve out time for the team to spend together building relationships on a regular basis.

More resources available at [www.BankableLeadership.com](http://www.BankableLeadership.com)

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