

STEVE BACKLUND

Encouraging Words – "You are making a difference around here." **Positive Identity Words** – "You are a person of great insight. This gifting is taking our organization to higher levels."

Specific Thanksgiving Words - I appreciate you for:

- making people feel valued
- being a listening ear
- being available to help others

"I understand you" Words - "I know it's important to you so I will

"I see you" Words - "I notice how you always make people feel welcome and included."

"I need you" Words - "I just wanted to let you know that we really need you here. You make us so much more successful."

"You are significant and important" Words – "You are important. We would not be nearly as successful without you."

"You've got what it takes" Words - "You can do it! You have what it takes."

Hope-filled Words – "There's always a solution. I don't know what it is, but let's work towards finding one."