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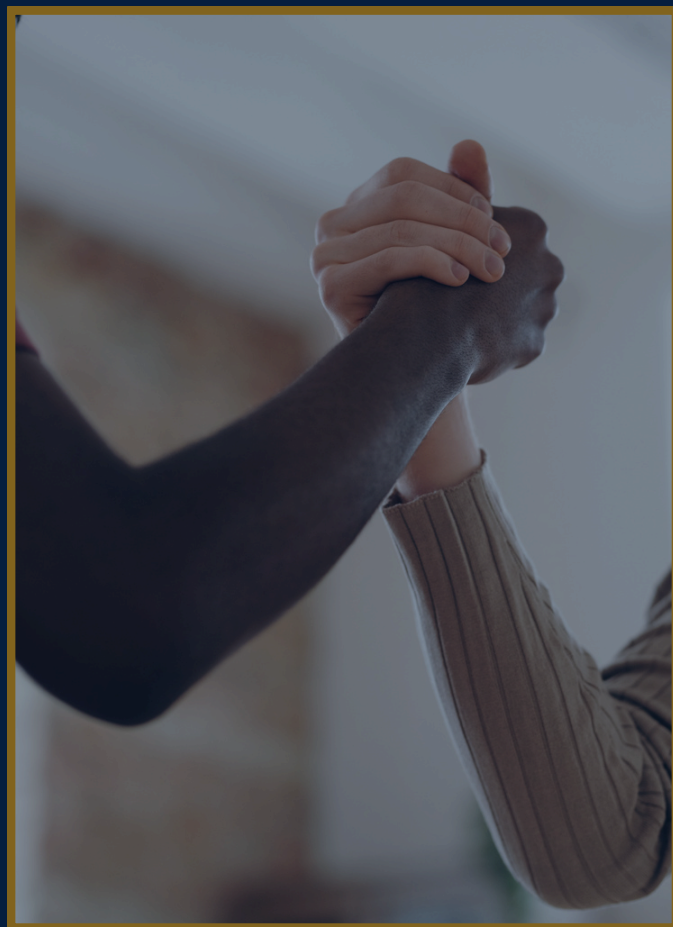
## Coffee with Molly

### THE VALUE OF SUPPORT

If you have ever worked in an organization where you felt valued, appreciated, supported and wanted - you recognize the impact that these traits have on you. You enter your days understanding that whatever happens, you have support and feel appreciated.

This is a mindset that impacts our attitude, our behaviors, and our motivation. When people feel good about their work, their supervisor, their employer and their organization- they tend to stay longer and deliver exceptional work. It makes sense when you think about it!

The value of support enhances our job performance and the quality of our life. When we experience positive recognition and a welcoming attitude- we feel appreciated and want to do good work. We feel that our value is recognized and that what we do really matters.



Like many of you, I have worked for more than one agency in my career. While I am ecstatic to share that for 90% of my career- I have enjoyed support and recognition. My employers valued me, trusted me and had confidence in my leadership. The value of their support for me was priceless. It made me a better supervisor and leader. It empowered me to take on difficult assignments, and it continually enabled me to move forward with confidence and professionalism.

The other 10% of my career was not quite so accommodating and supportive. I have experienced some unfortunate bosses and supervisors. One continually asked for personal favors and assistance. As a matter of fact, they did not really request it- they demanded it! Another took credit for work I had done and actually lied about my involvement! The very worst one took delight in criticizing work and enjoyed using public meetings to do it! While each one of these unfortunate or what I call "Bad Bosses" gave me a truly valuable education. I learned who and what I did not want to be as a leader! I also learned to value myself and to take myself out of impossible or toxic situations. These lessons, while painful, were invaluable for me.

How about you? What kind of support do you offer your team? If interviewed or surveyed, how would your team describe you? Can you identify at least three ways you have demonstrated staff support in the last few months? How about your supervisors? Are you feeling valued, appreciated and supported? If yes, are you showing appreciation and returning the support? If not, why do you accept it?



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### THE VALUE OF SUPPORT

Your leadership style, your career, your values and your behavior are all personal decisions you make every day! Allowing yourself to be mistreated or unappreciated should never happen! Understanding your value and your worth does not make you arrogant - it makes you professional!

As a veteran leader and executive, hiring and supporting your team should be a high priority for you! I know it is for me! This means listening, caring, understanding workloads and responsibilities and finally- being a compassionate colleague. While I am blessed, I truly appreciate and like my team- even more important - I respect and admire them!

As summer approaches - take a few moments to think about the value of support! It will be an excellent use of your time.

