

Everyone deserves to be. Normalize these strategies to feel valuable, worthy and loved:

Ask for clarification on mixed signals

Maintain transparent and open communication

Share in fair ways

Agree to clearly defined roles

Provide advanced notice about financial constraints

Mentor and learn sincerely

Clarify misunderstandings early and often

Establish safe and trusting spaces

Frame the problem with the circumstance

Express disagreement calmly

Normalize healthy conflict resolution strategies

Improve productivity with feedback

Set SMART goals to avoid pressure

Create mutual understanding of objectives

Augment teams with missing resources

Empower groups while building fulfilling roles

Reward success with more opportunity

Allow for different communication styles

Align professional goals

Celebrate successes including small wins

Fix failures and circumstances instead of people

Review and improve work efforts

Recognize suggestions

Show gratitude

Legitimize executive decisions with complete transparency

Support work efforts with executive resources

Handle individual conflict respectfully outside of group settings

Respect consent

Be cordial if not friendly

Enable collaborative work efforts

Share profit equitably

Feeling Worthless Causes:

lack of clear communication

- sending mixed signals
- side channels and unofficial email
- attempts at sharing, but in demanding ways
- poorly defined job functions
- “it’s just business”
- poor mentorship from management

violation of normal office social norms

- odd social interactions
- passive-aggressive
- snide remarks
- shouting
- handling conflict unprofessionally
- criticism of “work-ethic”
- pressuring workers
- threats
- suggesting replacement of team members

awkwardness

- poorly defined goals
- lack of focused goals
- moving the goalpost
- submissive, but creative, role
- gratitude for contribution combined with termination of role
- rigid and stubborn communication
- misaligned professional goals

ignored/dismissed

- labeling success as failure
- labeling failure as unrecoverable
- labeling work as low quality
- not acknowledging technical suggestions
- overruling technical decisions without explanation
- lack of upper management support
- humiliation/embarrassment in group setting
- inducement behaviors for work or culture
- cold and transactional communication
- ‘dictatorship’-style project management

- very large profit margin on sub-contracting work