



# Career Elevator

November 2024

## The Importance of Peer-to-Peer Praise



Fostering a positive and supportive workplace culture is more crucial than ever. One of the most effective ways to achieve this is through peer-to-peer praise. Recognizing and appreciating colleagues' efforts can significantly impact both individual and team performance.

**A Workhuman survey found that 41% of employees want to be recognized by a peer, surpassing those who want to be recognized by their managers.**

While many organizations may consider formalizing an employee recognition program or investing in technology to support it, there are benefits of casual day-to-day recognition among peers. When employees feel valued and recognized by their peers, it boosts their morale and motivation, encouraging them to continue performing at their best. It can also foster a sense of camaraderie and trust, which is essential for effective collaboration and teamwork. Lastly, constructive praise highlights one's strengths and achievements, incentivizing individuals to continue developing skills and pursuing excellence.

Regardless of whether your organization has a formal peer recognition program, there are simple ways you can still recognize and celebrate your colleagues:

- **Be specific.** Instead of generic compliments, focus on specific actions or behaviors. For example, "Great job on the presentation today! Your data analysis was thorough and insightful."
- **Be timely.** Offer praise as soon as possible after the achievement. Timely recognition shows that you are attentive and appreciative.
- **Be genuine.** Ensure your praise is sincere. Authentic recognition is more meaningful and impactful than forced or superficial compliments.
- **Highlight the impact.** Explain how the colleague's actions positively affected the team or project. For instance, "Your quick thinking during the meeting helped us secure the client's approval."
- **Celebrate milestones and achievements.** Take the time to celebrate both small and significant milestones. Whether it's a work anniversary or the completion of a challenging project, acknowledging these moments fosters a sense of accomplishment.
- **Use various channels.** Given the casual and spontaneous manner of informal praise, there are several ways to do so. Praise can be given verbally in person, through emails, in notes, or with shout-outs during team meetings. Using different channels ensures that recognition is visible and reaches a wider audience.

Peer-to-peer praise is a powerful tool. By recognizing and appreciating each other's efforts, you can create a more positive and motivated work environment. Remember, a little praise can go a long way.

---

## 5 Ways to Upskill Yourself

In the always-evolving job market, upskilling is more important than ever. While employers and managers often facilitate professional development opportunities, employees can and should take charge of their professional development. Upskilling makes you more valuable to your current employer and could open new career opportunities.

**According to Springboard for Business' 2024 report, almost half (44%) of workers' skills are set to be disrupted in the next five years, and about 60% of workers will require training in the next three.**

Upskilling refers to acquiring new knowledge or refining existing skills within one's current field or occupation. It's about staying relevant and competitive in the face of technological advancements, industry trends and changing job requirements. Upskilling requires a commitment to lifelong learning. Professionals who continually invest in upgrading their skills are better equipped to adapt to industry changes and seize new opportunities.

Consider the following five ways to upskill yourself and stay ahead in your career:

1. **Enroll in online courses and certifications.** Online courses offer flexibility and a wide range of topics, allowing you to learn at your own pace. Platforms such as LinkedIn Learning provide courses on various subjects so you can choose courses relevant to your career goals and complete them to earn certifications.
2. **Attend workshops and seminars.** Workshops and seminars provide hands-on experience and networking opportunities. Look for industry-specific events, both virtual and in-person. Events are an opportunity to participate actively, ask questions and connect with other professionals.
3. **Join professional associations.** These organizations offer resources, networking and learning opportunities tailored to your industry. Take advantage of their webinars, conferences, publications and other membership perks.
4. **Seek mentorship.** Mentors provide guidance, feedback and insights based on their experience. To start, identify potential mentors within your organization or industry. Approach them with a clear idea of what you hope to learn and how they can help you achieve your goals. Keep in mind that mentorship is a mutually beneficial partnership.
5. **Engage in self-directed learning.** Self-directed learning allows you to explore topics at your own pace and according to your interests. For example, set aside regular time for reading industry blogs, books and research papers. Follow thought leaders on social media and participate in relevant online forums and discussions.

Upskilling is a continuous process that requires dedication and initiative. By taking charge of your professional development, you can stay competitive in the job market, achieve your career goals and experience personal growth. Talk to your manager for additional professional development guidance.