



Small Wins, Big Impact

We all know that healthcare moves at a fast pace. Each day brings new challenges, new opportunities, and constant change. The stakes are high – sometimes even life or death. Whether you are providing direct patient care or working behind the scenes to support those at the bedside, the tasks at hand can seem overwhelming.

So how do we help our employees remain engaged and encouraged while facing these challenges every day? The answer may not be what you think.

Studies by *Harvard Business Review*, *Forbes*, and *Psychology Today* suggest there is great power in celebrating small wins. In fact, simply taking the time to acknowledge a job-well-done builds a path for future success, improves employee morale, and connects employees back to the organization's mission.

Celebrating a win, no matter how small, gives us a moment to evaluate what went well, what we would do differently in the future, and how we overcame challenges. This may seem obvious, but the act of talking through these things with your team will inspire collaboration, and innovation...ultimately leading to future successes.

Celebrating a win also improves employee morale. When we publicly acknowledge the good work taking place in our organization, it creates a chain reaction. Our brains are wired to feel satisfaction and pride when we accomplish a goal. By taking a moment to celebrate a win, we are reminding employees that they are valued and appreciated, thus improving employee engagement.

Finally, celebrating a win reminds employees that the work they do everyday matters. Reflecting on their contribution, no matter how small, reminds them that they play a critical role in our organization's success, and increases employee engagement.

These don't have to be big, elaborate celebrations. Acknowledging a job-well-done in a staff meeting, sending out a group note of appreciation, or sharing a team lunch can go a long way. Does it take some work on our end? Yes. But, the results will speak for themselves. As Whitney Johnson, CEO of Disruption Advisors, puts it, "Celebrating achievements great and small is high octane fuel for further achievement. We don't just celebrate the win; we celebrate to win."

-Kelsey