



## Self-Worth – At Work (For Employers)

### Self-Worth – At Work (For Employers)

Self-worth affects every part of our life, and for some people, what happens in the workplace can have serious consequences.

Employees who have high self-worth generally work more efficiently, need less time off and interact better with others. Employees with low self-worth are commonly less productive, prone to making mistakes and may hesitate to present ideas. It is in an employer's best interest to boost the morale of employees wherever possible. This can be achieved through group activities, rewarding exemplary behaviour and other motivational tools. There are also specific consulting companies that can be hired to boost employee morale and self-worth.

### How to build self-worth at work

Employers need to demonstrate they trust in the abilities of their employees. By providing the right training and allowing employees to do their jobs, an employer can boost the self-worth of their employees with positive, engaging behaviour. A business should encourage and recognise success among employees. Awards, gift certificates and bonuses let employees know the business appreciates employee input and efforts. If a worker makes a positive contribution, the business should give the employee credit for the contribution and share the success with others in the company. Stealing an employee's idea will not only make the worker feel bad, but will ultimately stop him from sharing his ideas in the future.

### Team culture and self-worth in the workplace

Fostering a team-focused culture within any organisation has many advantages. Business management theory commonly recognises that a team can produce more than the sum of the team members' individual efforts when they work together. The strongest motivator used by managers, except for money, is self-worth by way of positive recognition of effort. The more self-worth an individual finds in themselves, the more likely they will be to support the team and continue to operate in a productive manner.

### Team creation at work

For a business to encourage successful team-building efforts, it needs to show that being part of the team benefits workers personally. The business will need to motivate employees individually to build successful teams. The first step to team building is letting employees know they are part of a team. After successfully notifying team members, the organisation should start to reward team performance, as well as individual achievements. Employees will often receive a self-worth boost



## Self-Worth – At Work (For Employers)

from belonging to a successful team, and will work better with their co-workers, forming a more productive and cohesive core unit.

### Team building coaches

To achieve better productivity and raise worker self-esteem, a business can contract the services of a professional team-building coach. This type of coach will come to a business, conduct seminars, practical sessions and other team-building activities to motivate employees and make them excited about being part of the company. Increased self-worth and instilling a sense of belonging improves employee happiness and can contribute to the common goals of the company. Teamwork can also make the workplace more enjoyable for employees and break the monotony of a long working day.

### I'm an employer. What steps can I take to raise self-worth in my employees?

1. Demonstrate your trust in their abilities. Micro-managing employees gives the impression you do not trust them to get the job done, which in turn reduces their self-worth. Providing adequate training and trusting them to do their job well allows your employee to see that you have faith in them and that they should have faith in themselves.
2. Encourage success and expansion. Stories abound about the boss who thwarted every effort his assistant made to cross-train and apply for promotional transfers because he did not want to lose the best employee he had. Encouraging your employees to be the best that they can be, even if it means losing them to other areas in the company, boosts self-worth. In turn, they will spread the word about how encouraging you were and others will be vying to get into your department and work for you. The goal of any company is the teamwork of its employees and the overall success of the business.
3. Recognise success. Employees who meet quotas and are recognised for their efforts generally have better self-worth than employees who are ignored, regardless of their efforts. Giving awards, certificates and gift cards for a job well done lets everyone know you are aware of their output and appreciate their efforts.
4. Give credit where credit is due. Nothing is harder than coming up with a great idea and having a manager steal the idea. In the long run, this causes employees to stop sharing their ideas. When an employee comes up with a new idea be sure to credit the employee. If possible, take the employee to the pitch meeting so they can hear you credit them for their efforts. If that is not possible, send a memo around when the idea is implemented, crediting the employee for the idea.



## Self-Worth – At Work (For Employers)

5. Bring in outside help. Hiring team-building coaches to come to your company and hold seminars, exercise sessions and other activities helps to build your employees self-worth. A trained professional knows how to motivate a team and excite your workers about being part of the company. These sessions will boost self-worth in groups, which in turn creates a more positive work environment and better productivity.

### Where to get help

Your employees aren't the only people with potential self-worth issues in the workplace. If, as an employer, you find yourself requiring assistance for your own self-worth, your doctor or a registered health professional will be able to help you. Our online resource page also has a full list of organisations where you can get help.

### Things to remember

Don't be afraid to engage your employees on what can make your workplace a happier environment. Try implementing a team-focused culture, recognise individual and team achievements and allow for new opportunities and training. When your employees are happy and satisfied in their work, their increased productivity benefits you.

### In summary

According to Dr Lars Madsen, clinical advisor to The MindShift Foundation, the impact that work can have on overall wellbeing and self-worth is significant. Creating a team-focused environment, rewarding individual and team achievements, and allowing for upskilling and new training will have a positive impact on an employee's self-worth. This will lead to greater productivity and more attention to detail and pride in an employee's performance. However, pushing an employee too much and having expectations that are too high will quickly lead to an employee feeling overwhelmed and will lower their self-worth and general productivity.

Boosting morale through team creation and achievement recognition, using external consulting companies and actively engaging your employees will ensure they operate to the best of their abilities at work.

### Updates and Further information

For the latest updates and further information please visit [www.mindshift.org.au](http://www.mindshift.org.au).



## Self-Worth – At Work (For Employers)

### Our Mission

It is our mission to ensure that every person has access to the resources available to build healthy self-worth, to have a positive sense of self and to find meaning in life.

### Disclaimer

Content is provided for education and information purposes only. Information about a therapy, service, product or treatment does not imply endorsement and is not intended to replace advice from your doctor or other registered health professional. Content was accurate at the time of publication. Readers should note that, over time, currency and completeness of the information may change. All users are urged to always seek advice from a registered health care professional for diagnosis and answers to their medical questions.

Copyright © **The MindShift Foundation**  
A not-for-profit Australian organisation.

Unauthorised reproduction and other uses comprised in the copyright are prohibited without permission.