



This article contains general information dealing with health and wellness. It does not constitute medical advice and should not be relied on for diagnosing or treating any illness, injury or disease.

May 6, 2026

The Power of Feeling Valued

Prior to working at the BCPVPA, I worked with organizations to facilitate surveys and focus groups related to employee engagement. We found that a key driver for high engagement among employees was feeling valued. Highly engaged employees were also notably healthier, reporting half the number of days absent than those with low engagement.

While there are many factors that drive engagement, research indicates that feeling valued also contributes to employees' overall well-being in the following ways:

Increased job satisfaction and morale: Employees who feel appreciated for their contributions generally have higher job satisfaction and a positive work outlook. *(Thus, the higher engagement scores!)*

Reduced stress and burnout: When employees feel supported and valued, they may feel a sense of purpose and belonging, and generally do not experience high levels of burnout.

Improved overall health: Feeling valued can significantly improve an employee's mental health, leading to increased motivation and a sense of psychological safety. Feeling less stressed and more engaged can also positively impact physical health.

Stronger sense of belonging: Valued employees generally feel more connected to their workplace and their colleagues, which can foster a sense of belonging, an important level on [Maslow's Hierarchy](#)!

Demonstrating Value To Your Staff as a Leader

There are many ways to demonstrate to your staff that they are valued and appreciated. It is very important to know your team well, as everyone is different; some people may want public acknowledgment, while others prefer a private conversation!

Recognizing Achievements and Contributions

Public acknowledgement: Recognize accomplishments in team meetings, school newsletters, or on internal platforms.

Private recognition: Acknowledge individual contributions with personalized thank-you notes or one-on-one conversations.

Be specific: Instead of generic praise, highlight the specific contributions and positive impact of the employee's work. Have a dialogue to learn about the steps they took towards their achievement and show a genuine level of interest and gratitude.

Encourage autonomy: Empower employees with decision-making opportunities and trust them to manage their work effectively. The more agency employees have, the more value they create from their work.

Listen: Welcome input and actively listen to employee feedback, encourage open dialogue, and be transparent in communication.

Support mental and physical health: Implement initiatives that promote employee well-being and work to create a safe and inclusive environment.

Keep your promises: A broken promise can turn an excited, motivated employee into one who is disengaged and disinterested. If a promise cannot be granted, for whatever reason, do not let it go unmentioned and be sure to explain the facts of the situation.

Show Appreciation Regularly

Verbal appreciation: Don't underestimate the power of a simple "*thank you*" for a job well done.

Personalized gestures: Small, thoughtful actions, like a handwritten note or a small gift, can make a big impact.

Team Appreciation

Celebrate success: Celebrating small wins motivates. Acknowledge both personal and professional achievements, big or small, to create a culture of appreciation.

Stress that everyone plays an important role: From the custodian to the EA, from teachers to PVPs, senior leadership, and every role in-between, all staff contribute to the success of the school or district office. The more that people understand, and are recognized for how their role adds to the bigger picture, the more they feel valued.

Credit successes to your team: Ensure your staff get the attention and kudos they deserve for a job well done and create an environment where people feel valued for their opinions, thoughts and ideas.

Advocate for your direct reports: Advocate for your staff to generate trust and demonstrate that you value their efforts.

Meet with team members frequently: Employees feel more valued when their leaders take the time to meet with them and hear their thoughts.

Balance critique with appreciation: Unfortunately, as humans, we often focus on pointing out problems and identifying what is not working rather than showing appreciation. When we don't feel appreciated, we feel invisible, and this impacts our well-being.

When your staff member has worked hard and put a lot of effort into their task, it can be demoralizing to receive a critique as initial feedback. This situation is actually a great opportunity to use appreciation to show gratitude for the work and effort that has been carried out, before leading into constructive insight.

Increase your own sense of gratitude: Taking the time to appreciate the team doesn't just improve their well-being; it also has an effect on you! Practicing gratitude will help with your own sense of resilience, alleviate stress, and foster a more positive outlook.

What If You Do Not Feel Valued?

Showing appreciation may not come easily for some people. It may make them feel vulnerable, or they may not be fully aware of the wonderful things their team does!

The onus is on you to speak up for yourself so that others – including leadership – recognize your contributions.

Learn to communicate the context of your successes in a way that is positive and informative. It is okay for you to describe your achievements, whether during a performance evaluation, a one-on-one, or when meeting with your supervisor.

It can seem like a delicate balance to remain humble while advocating for yourself. If you do not feel that your efforts are being noticed, and you find it difficult to adopt the habit of self-advocacy, reaching out for coaching may be very helpful in finding strategies that work for you.

Value Yourself!

At the heart of feeling valued is valuing yourself.

It is critical to your health and personal esteem to inwardly appreciate yourself. Look to yourself first for a sense of value, and know your own worth: this step can help you manage your own well-being. For those who may struggle with this practice, there are many resources you can discover, such as this book that a member shared with me about building self-value, self-worth, and self-love: [Welcome Home by Najwa Zebian](#).

Sources

<https://hbr.org/2020/01/the-little-things-that-make-employees-feel-appreciated>

https://www.linkedin.com/posts/alexander-f-young_5-ways-to-make-your-employees-feel-valued-activity-7291080224631398400-35o3/

<https://www.forbes.com/sites/nicolelipkin/2023/10/31/when-it-comes-to-appreciation-leaders-and-employees-both-play-a-part/>

<https://www.business.com/articles/what-employees-want-from-leaders/>

A handwritten signature in black ink, appearing to read 'R. Morandini', with a stylized flourish at the end.

Rochelle Morandini

Member Health & Well-Being, Director

If you would like to contribute or have ideas about what you would like to see in the ReFresh series, we would love to hear from you: contact rochelle@bcpvpa.bc.ca.