

# dedication

*the quality of being committed to a task or purpose; the level of enthusiasm an employee has towards his/her tasks assigned at a workplace*

Dedication is the feeling of responsibility that a person has towards the goals, mission, and vision of the organization he/she is associated with.

High levels of employee satisfaction in an organization are related to work commitment and engagement in their organization. This results in superior business performance, which in turn results in increased profitability, productivity, employee retention and overall improvement in the work atmosphere.

That's the level of commitment any organization would expect from their employees right? But most great things in this world are achieved by perseverance, hard work, and dedication. All these qualities don't just show up in a day. A person develops these qualities over the years.

## How To Create Magic By Demonstrating Dedication, Consideration And Grit At Work:

### **1. A reduced sense of entitlement mixed with grit and consideration can move mountains.**

New initiatives usually require a lot of work and the support of many people. Mastering the combination of determination and consideration goes a long way.

The power of a self-motivated and inspired set of employees can create an extremely effective employee base. But this requires a *reduced sense of entitlement* combined with authentic appreciation. To do this, you might need to assess and adjust your mindset. Start by setting a timer for five minutes. Then, close your eyes and ask yourself a simple question, such as, "If I were my manager, what would my perception of me really be?" Dig deep and be brutally honest with yourself. If you find yourself growing frustrated, there's a good chance there's more room for improvement than you might have realized before.

**2. Being kind and determined creates results.** In my experience, showing kindness to others often taps into an energy bank that is not otherwise available. Genuine kindness and consideration can motivate co-workers. The trick is authenticity. People are good at seeing through temporary kindness where manipulation is the goal. Today's workforce has more responsibility at the office and at home than ever. It is important to always keep this top of mind.

**3. Staying positive and flexing around others' needs melts obstacles.** Roadblocks when met with amazing flexibility, melts obstacles with ease. Our daily jobs can rob us of our positivity and flexibility. It takes a conscientious focus to continue to stay positive and flexible. Resilience is an incredibly important component in today's workplace. Learn to flex.

In our day-to-day jobs, staying resilient can be challenging. A big tip is to remember that we often confuse when we're under pressure with being in real danger. When you're feeling stressed, smile and remind yourself you're not in danger and that you simply need to just flex a little to overcome challenges. This creates resilience and flexibility.

**4. Keeping it simple and focused creates a productive mood.** In my experience, we tend to overcomplicate what should be simple. So make it a priority to simplify your efforts by ensuring you set simple goals. For example, if you're starting a larger task, force yourself to create three tangible and measurable skills, as opposed to a laundry list. The trick is to keep the goal number achievable and measurable. Once the goals are set, use them as your guide.

**5. Continually expressing appreciation, gratitude and recognition builds an army.** It is easy for employees to expect everything from their employers and others. We have all probably fallen victim to this behavior. But by demonstrating genuine appreciation and gratitude and giving public recognition to your team and colleagues, you can create a group of highly devoted advocates who are always willing to help. This is easily achieved by simply taking a few seconds to verbalize appreciation for your team's efforts. Tell them how great they are.

It's always inspirational to watch employees within a company take the initiative to create change on their own. What shows the most is grace, appreciation and kindness in doing so. There is no sense of entitlement. Instead, there are thank-yous, accolades for others and dedication to making things better through kindness and collaboration.

There is a lot to learn from this. In a work culture where we feel overwhelmed, overworked and, in some cases, ill-prepared, we sometimes need to go the extra mile to make a change on our own through kindness, collaboration and deep dedication.



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