



We like to pretend that business is just business and niceties like “thank you” don’t matter. But what differentiates great companies that attract and keep extraordinary talent willing to give it their all – to put their heart and soul into what they do – is that they recognize the human investment being made.

Here are 7 ways to put your heart into your work:

Show warmth and a desire to connect

People warm up to warmth and spot insincerity and coldness a mile away. And in such cases they'll stay a mile away too.

Help someone with a circumstance

Ever have someone dig in and help you solve a real problem, a true predicament? You don't forget. And they won't either if you care enough to seek out such opportunities and invest.

Keep your commitments

People who unfailingly keep their commitments stand out for doing so, as sad as that is. Keeping your commitments, *even at a cost*, shows your commitment to individuals in a profound way.

Take the time, especially when you don't have it

At times when you're the busiest, there's a darn good chance they're at their busiest too. Maybe it's a pending big meeting, or you're all in crisis mode in the face of a competitive surprise.

It's at times like this your people need you most. It's at times like this it's most noted that you made the time for them, even though they know you likely didn't have it.

Listen--really listen--it's what caring human beings do

We all should be very intentional about the practice. Use the WAIT principle -- silently ask yourself , "Why Am I Talking?", instead of listening?

Treat others' time as if it's as important as yours

Nothing says "I don't care about you" more clearly then openly disrespecting others' time.

Be as passionate about others growth, development, and career as you are about your own

Even if you're not in a position to directly advance their career, discussing their hopes and aspirations, and helping them develop what they need to get there, goes a long way.

So with love in the air this week, bring some to work. You'll win hearts, and minds.