The New Member’s Secret Wish

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• Be fair to me.
• Don’t judge me.
• When I do something wrong, don’t yell at me – teach me.
• I don’t make mistakes on purpose. When I do make a mistake, remember that I’m trying to learn.

• Communicate with me.
• If I’m doing well, tell me so.
• If I’m letting you down, tell me now – not six months from now.

• Recognize the gifts I bring.
• Don’t always be my teacher – sometimes be my student.

• I acknowledge you have bosses too that influence your decisions—teach me why you do what you have to do.
• Be open and transparent to me.
• Let me say what I have to say.

• This job is important to me, but it’s not the only thing that is important to me – and there are other things that are more important to me than this job – please be tolerant of that.

• Be open-minded.
• Don’t tell me ‘it won’t work here.’
• Don’t tell me ‘if it ain’t broke it doesn’t need fixed.’
• Don’t tell me ‘That’s the way it’s always done it here.’

• Teach me to be your replacement.
• Don’t hoard your knowledge.
• Make me smarter than you are.

• The better you treat me, the harder I will work for you.
• The worse you treat me, the worse I will work for you.
• I’ll give back what you give to me.
• The more I feel appreciated, the harder I’m going to work for you.