

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.