

Rewarding Initiative

Initiative is one of the most important drivers to a company's success. Not only can it generate results, it can also avert crises. Here are some ways that supervisors can take initiative in the workplace. These actions will ultimately help prevent and address substance abuse. Do you recognize and reward these often unnoticed supervisory attributes? If you are wondering how these initiatives will help prevent and address substance abuse, ask us at www.substancefreeworkplace.com.

- ◆ **Getting to know each employee** – The supervisor should establish a professional relationship with each employee which will familiarize him with the employee's demeanor and personality and will also build trust.
- ◆ **Delegating appropriately** – Does the supervisor strike the proper balance between taking on everything and having a “not-my-job” attitude? He shouldn't be weighed down by unnecessary tasks, but also shouldn't be avoiding sticky situations or difficult problems.
- ◆ **Creating redundancy without sacrificing efficiency** – The supervisor should develop enough redundancy in operations that everything is still able to function even if there is suddenly a missing employee, machine, or supervisor. He may do this through creating manuals, cross-training or developing ways to scale operations up or down efficiently.
- ◆ **Developing employee retention initiatives** – Has he found ways to keep good employees on board? Perhaps you can find strategies developed in one department that can be used system-wide.



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