

High Achievers

Ideas for rewarding performance and addressing the needs of high achievers include:

- ◆ Put them in leadership positions
- ◆ Expand their job responsibilities
- ◆ Use them as peer coaches, trainers, or internal consultants
- ◆ Solicit their advice
- ◆ Involve them in decision making
- ◆ Provide personal and professional developmental activities
- ◆ Support their involvement in professional/civic organizations
- ◆ Encourage them and provide opportunities for advancement
- ◆ Position them in highly visible positions
- ◆ Other ideas:

Adapted from *Coaching Skills: A Guide for Supervisors* by Robert W. Lucas. New York: McGraw-Hill, 1994.