

Up To Speed Thursday, August 8 2024

Hi, my name is Sus Schnaars. I am a member of the Tech Ambassadors office.

I've been with Verizon coming up on 16 years.

2019 was a pretty big year for me in terms of some of the work that I was doing for Verizon, and I had a lot of folks that really were significant contributors in some of the success that I had had during the year.

So I wanted to start writing letters of recommendation.

And over the course of six years, I have this amazing compilation of all the amazing people that I have gotten to partner with,

and at this point in time, it's probably over 15 pages with 30 plus names on there.

And one of the first people that I started writing about was one of my best friends at work, Clay.

And for those of you that are familiar with Google Docs, if you don't actually take the time to name the document,

it sort of takes the very first line of the document.

So the document has been since 2019, called Clay's Recommendation.

It's important for me to actually speak from the heart when I write these.

It's genuine. I try to write each one individually.

And what I liked about doing this during mid-year and year-end review

was that leadership would include that in the document, and it was sort of a surprise.

So it's always nice to get a third person kind of weighing in on what you've accomplished throughout the year

and how you've possibly made somebody's job easier or implemented something sooner than expected.

I think there's a lot of positive impact with recognition.

It doesn't take a lot of time. It could be as simple as a Slack message, just saying that you appreciate somebody.

I think we don't realize how much of an impact that can have on somebody.

So with these recommendations, people realize that, hey, my work is being noticed.

I think there needs to be more kindness in the world, right? So this is just part of that.

So start your Clay's Recommendation list today. It's one of the lists you actually want to be on.