RESOURCE TOOLKIT

The Power of Noticing in 3D

A simple, yet powerful practice for noticing yourself and others

Why It Matters

Noticing is the overlooked leadership practice that fuels trust, engagement, and high performance. It takes a minute to say and a long time to forget.

- ★ **Effort builds trust.** When you notice what I do, I trust that you're paying attention to me.
  People who receive feedback from their manager are 9 times more likely to trust them. DDI Global Leadership Forecast 2025
- ★ **Impact builds engagement.** When you show me the difference I make, I want to be a part of it.
  Leaders with a strong sense of purpose are 17 times more likely to feel energized by their work. DDI Global Leadership Forecast 2025
- ★ **Person builds high performance.** When you name my strengths, I use them with confidence, and you know where I can do my best work.
  Teams that focus on strengths every day are 12.5% more productive. Gallup

What Makes It Work

- ★ It's more than generic praise. Good job feels nice, then fades. Noticing in 3D lasts, and it gives people something to grow from.
- ★ It works alongside course correction, not instead of it. When people know you see what's working, what needs to change is easier to hear, and they know what strengths they have to make it happen.
- ★ It's sincere and shared along the way, while the work is still in progress.
- ★ It doesn't add to your plate. It's not about doing more, it's about noticing better.

The Three Dimensions

Notice the effort

I noticed you...

Name something you saw them do. Make it specific and observable. The small moments often help people feel the most seen.

> EXAMPLE
> *I noticed you stayed calm with a frustrated client.*

Notice the impact

Because of you...

Ask yourself: What difference did it make, and for whom?

> EXAMPLE
> *Because of you, our client left feeling better and will be back.*

Notice the person

You are someone who...

Name a strength or quality they bring. Often it comes so naturally to them, they don't see it. Need words? Use the bank on the back.

> EXAMPLE
> *You are someone who stays steady under pressure.*

To bring noticing to your team, book a discovery call. alicjacarter.com

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Start with Yourself

Even with work left to do, noticing your progress reminds you of your contributions, the difference they make, and the special qualities you bring to your work. It builds your confidence, sustains you through tough seasons, and makes it easier to do the same for others.

Notice Yourself

This is just for you. Share it only if you want to.

I noticed I... _____

Because of me... _____

I am someone who... _____

Strengths Bank *words to finish I am someone who... or You are someone who...*

WITH PEOPLE	IN THE WORK	WHEN IT'S HARD
★ listens well	★ works hard	★ stays calm
★ is easy to talk to	★ follows through	★ stays steady
★ is patient	★ keeps promises	★ keeps going
★ cares about people	★ pays attention to details	★ stays positive
★ makes people feel welcome	★ keeps things organized	★ brings energy
★ notices what others need	★ plans ahead	★ makes people laugh
★ helps without being asked	★ makes things clear	★ thinks fast
★ encourages others	★ asks good questions	★ solves problems
★ shares credit	★ learns quickly	★ finds a way
★ brings people together	★ speaks up	★ adjusts easily

Add your own _____

> **Your next step:** Notice someone else this week. Fill in the card below, cut it off, and give it to them. A note, a text, or saying it in person all work. If you say it in person, let your face and voice show you mean it.

✂ ---------- CUT HERE ----------

In case you didn't know...

To:

I noticed you... _____

Because of you... _____

You are someone who... _____

From:

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