



CREATE
MATTERING



THE POWER OF MATTERING

How to Create a Culture of Significance

By Zach Mercurio
Author of [“The Power of Mattering”](#)

Feeling significant is a basic human need and a critical factor for individual, team, and organizational thriving.

Creating experiences of “mattering” for others is a skill.

Use this worksheet to engage with and follow along with the session.

WHAT IS MATTERING?

Mattering is the experience of feeling significant to those around us that comes from **feeling valued + adding value.**



The 3 Ingredients of a Moment of Mattering

Mattering at work arises from three experiences: Feeling **Noticed**, **Affirmed**, and **Needed**. These three ingredients are also the foundation of the leadership skills of noticing, affirming, and needing.



Notes:



Reflect | Moment of Mattering

Think about *the* moment in your work when you *most* believed you mattered to someone else. Be specific. What happened? What was said? What did it feel like?



Skill | Observe, Note, and Share

Observe: Pay attention to what others say and the personal and work details they share. Use more meaningful questions to gather good data. Pay attention to people's demeanor, attitudes, and nonverbal cues.

Note: Implement a deliberate practice (i.e., the Noticing Notebook) to note what you observe. Many of us are too pressured to recall everything about everyone we supervise, teach, or coach. We need tools.

Share: Create a cadence to share what you noted. This doesn't need to happen immediately. It can occur a few days or weeks later. The time lag helps people feel remembered.

Skill | The Energy Check-In

Use a regular check-in process to understand “how” people are doing. An example is the green, yellow, and red check-in below:



Green means you feel safe, passionate, content, or perhaps are in flow. You're able to be present, engage, create, and learn.



Yellow means you can be present but may be reactionary, you may feel overwhelmed or frustrated about something, or your attention is being pulled in another direction.



Red means you're overloaded, stressed, burned out, reactive, or feel it's difficult to be fully present.



Act | The Practice of Truly Seeing People

Noticing is the deliberate act of paying attention to the details, ebbs, and flows of people's lives and offering action to show them you truly see them.

Think about the people you work with. Who do you need to notice more? What two actions can you do to help them feel more seen?



Act | Give Meaningful Gratitude

Real affirmation shows people how their unique strengths make a unique difference. Who needs to be shown the difference they make? Use the guide below to structure meaningful gratitude.

Setting:

Gifts:

Behavior:

Impact:

Skill | Know, Name, and Nurture Gifts

Everyone has four unique gifts: Strengths, Purpose, Perspective, and Wisdom.

- **Knowing** someone's gifts means having a process for them (and you) to become aware of them.
- **Naming** people's gifts means routinely pointing them out.
- **Nurturing** people's gifts means providing opportunities for people to use and develop their unique gifts.



Reflect | Affirmation

Who do you need to affirm more? What is one action you can take to help them see how they uniquely add value?

Act | “If it wasn’t for you..”

Feeling needed means feeling relied on and indispensable. Who in your work do you rely on? Write them an “if it wasn’t for you...” statement.

If it wasn't for you...



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MATTERING SELF-ASSESSMENT

Considering your current approach, score the following statements using the scale below based on the frequency you perform the described behavior (1-5). Be honest.

1 – Never 2 – Rarely 3 – Sometimes 4 – Frequently 5 – Always

1. _____ I ask about and remember the details of others' lives, such as their full names, family and friends, values, interests, and personal goals and aspirations.
2. _____ I remember and check on others' personal and work details during routine conversations.
3. _____ I ask others for their opinion, share that I value their voice, and follow up to ensure they feel heard.
4. _____ I notice others' moods, and when I sense someone is struggling, I seek understanding and offer action to help.
5. _____ I check in on people's energy levels.
6. _____ I name others' unique gifts, such as strengths, purpose, perspective, and wisdom.
7. _____ I show people how they and their work impact others.
8. _____ When I give tasks, I first show people the difference it makes.
9. _____ I go out of my way to provide opportunities for others to use and develop their gifts.
10. _____ I express verbal gratitude to others.
11. _____ I tell others how I rely on them.
12. _____ When someone isn't present, I'll tell them I missed them.
13. _____ I remind people how I and the organization need them and their work.
14. _____ I ask others for help.
15. _____ I tell others it's better when they're around.



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SELF-ASSESSMENT SCORING

After completing the self-assessment, tally your score based on the following statements.

Add up your score for items 1-5; this is your total for the mattering component of **Noticing**.

_____ (total) / 25

Add up your score for items 6-10; this is your total score for the mattering component of **Affirming**.

_____ (total) / 25

Add up your score for items 11-15; this is your total score for the mattering component of **Needing**.

_____ (total) / 25

TOTAL SCORE: _____ / 75

REFLECT | ASSESSMENT

What dimension of creating mattering did you score the lowest in? What is one deliberate practice you can implement?

What dimension of creating mattering did you score highest in? What is one deliberate practice you will continue?