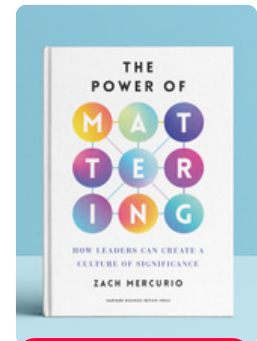


Borrowed Brilliance: The Importance of Mattering

"Mattering is the experience of being significant to those around us. Because we feel valued and know that we add value" - Dr. Zach Mercurio

It enhances our self esteem (*"I deserve to be here"*) and self-efficacy (*"I can do it"*).



[Read the book](#)

3 ingredients for mattering

Notice out loud how people show up

Feeling seen signals value.

In meetings trying using *"I've noticed that..."* to spot contributions or changes in energy: *"I've noticed that you were trying to jump in - want to share that point?"*

Affirm, don't just recognise

Recognise what people do well but in a more meaningful way

Go beyond *"great job"* to: *"what makes you uniquely useful is X because..."* (name the specific strength + the impact + a concrete example).

Make people feel needed

If someone can't come to a meeting saying *"Don't worry, we'll be fine without you"* can make them feel replaceable.

Instead try: *"Sorry you cant be there. I value your xxxx. Can we find another way for you to contribute?"*

Coach yourself

When have you had a high and a low mattering moment in your career and what can you learn from those moments?

