Independent Banker

December 2024

Portfolio

[tag] Leadership at All Levels

**[hed] How to be a memorable employee**

[body]

Last month, we looked into what makes a leader memorable. And now, we’re turning the tables: What makes an employee memorable? In addition to being leaders, most of us are also employees, so this question applies to almost everyone within the bank.

In the spirit of the season, let’s start by talking about snow. In wintertime, frozen water molecules arrange themselves in an infinite number of ways and, like each individual snowflake, every employee is unique. That’s what makes us remarkable; there’s no cookie-cutter definition of the perfect employee.

So, find and celebrate your uniqueness. Think about what makes you stand out from the crowd, but also think about the qualities that you respect in others—the qualities you might look for when hiring new employees.

Here are a few thoughts. A memorable employee is:

1. **Skilled**

This is the obvious one. It always helps to have a great resume, with an impressive list of qualifications and experience. But think beyond the credentials: What are your soft skills like? What are the character traits and interpersonal skills that make you, or any employee, successful?

1. **Committed**

A memorable employee is dedicated to their job, and what sets them apart is their alignment with the goals and mission of the bank. Believing in what you do every day brings motivation, which is essential to performing any role effectively.

1. **Enthusiastic**

Enthusiasm is a key motivator, and motivators are held in high esteem by others. Plus, who doesn’t like being around someone with a positive attitude?

1. **Optimistic**

Throw in a little optimism, especially in the face of adversity, and you’ve got a winning combination. Moods are contagious—why not spread a good one?

1. **Curious**

Being open to change leads to innovative thinking, which is great for growth and making a difference in your business. Curiosity breeds resourcefulness and helps with problem solving. Never stop asking questions.

1. **Organized**

A great employee is focused, with an eye for detail. Staying on task, preparing for and consistently attending meetings, and finishing projects on time are all habits that add to the effectiveness of the workplace.

1. **Trustworthy**

Great employees are reliable, punctual and consistent. They also demonstrate strong values and principles throughout the workplace.

1. **Communicative**

The ability to communicate effectively is another obvious skill. But beyond writing a good email, it’s important to be a good listener, observe non-verbal cues, share the room with others and ask thoughtful questions.

1. **Confident**

Confidence isn’t arrogance. It’s far more subtle and can often be quiet. A confident employee is a great self-starter and has self-awareness.

1. **Collaborative**

A memorable employee plays well with others. They work towards the same goals, showing respect for others and lifting them up.

Obviously, nobody expects perfection. (However, if you find the above unicorn, please let us know!) The point is, we don’t all have the same skills in the same doses. Maybe you aren’t always the best at communicating, you’re occasionally late for meetings or you’re too enthusiastic. But like those flakes of snow, it’s the unique combinations of these qualities—plus the unexpected extras—that make us memorable.

[ends]