

# V.O.I.C.E.™ Technique

V = Value	O = Opportunities	I = Information	C = Care	E = Experiences
Challenge them and give quality feedback	Give them opportunities to serve in visible ways	Provide appropriate access to key information and insights	Get to know them personally and understand their professional aspirations	Expose them to key people who can sponsor them or provide key growth experiences
Be honest and transparent in communications	Provide flexibility to balance personal and professional pursuits	Seek information and input from them	Show compassion and empathy	Create great team dynamic experiences
Provide recognition and appreciation	Share and provide advancement opportunities	Clarify expectations related to the role, unwritten rules, etc.	Listen to them to build trust	Ask them to participate in key meetings and involve them in discussions

