

Credit Where Due

George, an engineer, worked night and day running extensive tests on materials for a new product, and submitted them as soon as possible to his supervisor. His hurried report mentioned only that all the materials had failed.

The manager, however, soon saw that it might be possible to combine two materials and overcome their weaknesses. Instead of chewing out George for missing this logical conclusion, the manager took another track.

He handed the results back to the engineer, praised him for his hard work and the thoroughness of the tests, and expressed confidence that by taking some time now to analyze the test results, he would soon find a solution.

George went away and a short time later enthusiastically called the manager with exactly the solution the manager had anticipated.

The manager explained his approach: “Look, George is a good man. He’s been working hard on this project for months. It’s only fair that George discover the solution. Besides, how much good to me would George be if I took credit for solving the problem?”

That’s just good thinking. It’s great to get your share of the credit for what your team accomplishes.

But a good leader gives the credit where it is due among his or her associates.

It’s true in any church, business, organization, or government. And it is certainly true in health care.

Give to everyone what you owe them: If you owe taxes, pay taxes; if revenue, then revenue; if respect, then respect; if honor, then honor (Romans 13:7).

– Beecher Hunter