

# HR Monthly Newsletter

September 2025

## From Good to Great: What High Performers do Differently.

It's not just talent, intelligence, or even hard work. While those things matter, what truly distinguishes high performers is a set of small, consistent habits that compound over time to deliver meaningful, sustained impact. Great employees don't just do their jobs, they elevate them. They bring intention, reliability, and curiosity to everything they do, creating value beyond their role description. Here's what we consistently see high performers doing differently:

### **They Take Ownership:**

- High performers don't wait to be told what to do. They take initiative, follow through on commitments, and hold themselves accountable, especially when things get tough.

### **They Seek and Apply Feedback:**

- Instead of avoiding feedback they actively ask for it and use it to improve. They know growth comes from discomfort and curiosity.

### **They Prioritize what Matters:**

- Busy doesn't always mean effective. Great performers know how to focus on the highest-impact tasks, manage their time well, and say "no" when needed.

### **They Communicate Clearly and Often:**

- They keep their team in the loop, ask thoughtful questions, and give updates proactively. They don't assume, they clarify. Good communication prevents small issues from becoming big ones.

### **They Stay Curious and Keep Learning:**

- Top performers regularly invest in their own development, whether it's reading a book, asking questions, or picking up a new skill. They don't wait for training, they seek it out.

### **They Lift Others Up:**

- They don't just perform, they collaborate. High performers know that team success beats solo wins, and they often mentor, support, and elevate those around them.

## HR Tip of the month

### **Impactful ways Leaders can foster high performers at work:**

#### **Set Clear Expectations & Align on Impact:**

define what success looks like, connect individual goals to team and organizational objectives, give employees a clear sense of purpose.

**Create a Feedback-Rich Culture:** Provide regular, constructive feedback and recognize achievements early and often to reinforce high-impact behaviours and encourage growth. Build a culture where continuous improvement is expected and supported.

**Invest in Autonomy & Development:** Trust high performers with ownership of meaningful work and support their development through stretch assignments, coaching and learning opportunities. Give employees the freedom to own their work and make decisions, while offering support when needed.

## Curiosity Mindset

**What Sets High Performers Apart:** High performers don't just do their job, they actively seek to expand their understanding and improve. Their curiosity drives continuous learning, growth, and innovation. Here's what that looks like in action:

**They Seek out Learning Opportunities:** whether it's reading a book, taking a course, or watching a tutorial, they actively invest in their own development without waiting for formal training.

**They Ask Questions & Challenge Assumptions:** instead of accepting the status quo, they explore the "why" behind processes and decisions, often uncovering smarter or more efficient ways of working.

**They Stay Curious About People & the Business:** they take interest in how other teams work, what customers need, and how the broader organization functions, leading to stronger collaboration and strategic insight.

Need HR help? Please reach out! [info@spraggsadvisorygroup.com](mailto:info@spraggsadvisorygroup.com)