Scenario: Invisible Individual

You have noticed that a remote employee consistently does excellent work and you consider them a strong contributor. However, they rarely speak during meetings unless directly asked. They often follow up with thoughtful ideas or information after meetings, but those contributions aren't always visible to the broader team.

Also, when senior leaders discuss the team's work, this employee is rarely mentioned. It seems that campus-based colleagues tend to receive more attention and are more frequently asked to provide updates or weigh in. The employee hasn't raised a concern, but you are beginning to wonder whether their contributions are getting the recognition and visibility they deserve.