



MILESTONES

Recognize and celebrate years of service (5, 10, 20 years, etc.), and retirement. Doing so emphasizes mutual employer-employee commitment.



BEHAVIORS

Look for and recognize desired behaviors: everything from collaboration and risk-taking, to exceptional customer service and integrity. Doing so reinforces your corporate values and bolsters your culture.



LEARNING

When people acquire new skills and knowledge valuable to the organization, recognize them publicly. This builds a culture of continuous learning.



WHAT TO APPRECIATE

SIX REASONS TO RECOGNIZE



SAFETY & WELLNESS

Whether preventing accidents, standing up to bullying or harassment, providing psychological safety or participating in a wellness program, recognize people who make the workplace safer, healthier and more harmonious.



IDEAS/SUGGESTIONS

Encourage innovation and improvements by recognizing those who share ideas and suggestions.



ACTIONS

Use a separate reward program to incentivize tangible outcomes, like surpassing sales and profit targets. Use your recognition program to encourage the actions that lead to those outcomes, such as making more calls, conducting more presentations, landing new clients, helping colleagues, etc.