

Giving Recognition



When you want to recognise the achievements of a team member, it's important to acknowledge not just their tangible success, but their effort, strengths and the value they provide as a person. Every individual plays a different role in their job, and they each deserve to receive the appreciation and recognition owed.



TYPES OF REWARDS

- Spoken or written praise
- Bonuses or cash rewards
- Experience-based rewards (e.g. time off or team activities)
- Formal awards
- Shows of appreciation (e.g. regular check-ins, or setting aside time for a team member to discuss work)



INDIVIDUALISING RECOGNITION

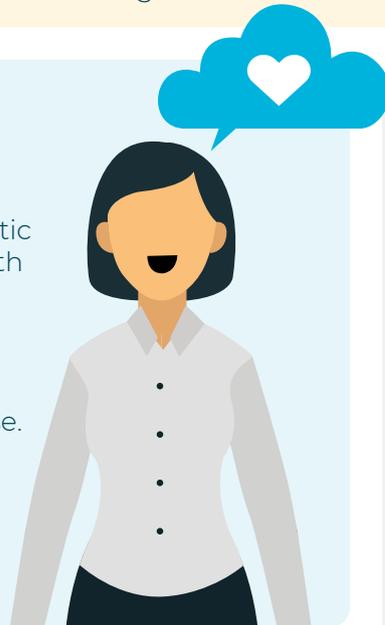


- Consider individual differences (e.g. generational or cultural).
- Praise team members for the value they, specifically, add to the team.
- Call out team members who embody the organisation's values.
- Consider personal values and which reward will show them the appropriate level of appreciation.

Not everyone will value a reward the same. There are many discrepancies to consider, so you don't accidentally undervalue your team. Just because you might feel most appreciated when given time off, someone else (particularly in the newer generations in the workforce) will value frequent praise and genuine appreciation shown through actions.

THE BENEFITS

Showing appreciation is regarded as "prosocial" behaviour (that is, altruistic behaviour concerned with others' wellbeing) that captures the essential need people feel to belong, boost their self-esteem, and self-actualise. When these needs are met, you'll see better productivity, teamwork and communication in your team.



REFLECTION

Think of a team member or colleague who deserves recognition for their contributions. Consider the questions below and write down a few ideas for each.

What are their values? *E.g. Do they like receiving recognition alone or in a group? Do they value a life-work balance or are they career-driven?*

How can you best show your appreciation for them and their work by considering their values? *E.g. Someone who values time spent with family will feel most appreciated when given time off to spend with them.*

RULES OF THUMB

- 1 Deliver frequent, genuine praise.
- 2 Reflect the organisation's values in your praise.
- 3 Tailor your recognition to the individual.