

WHY IT MATTERS...
 Managers who recognize employee performance increase engagement by almost
60%

5 EFFECTIVE RECOGNITION characteristics

TIMING

Recognize good performance often. The closer the recognition happens to the action, the easier it will be for the employee to remember what he or she did.



HELLO

PERSONAL

All people are different and how they want to be recognized can be, too. Recognition is most effective when you take into consideration the preferences of the individual.

CHEERLEADER

Don't wait until an individual has completed the larger task to provide recognition. Acknowledging the minor achievements can provide incentive for future performance.



SPECIFIC

Recognition should be directed at specific behaviors. What exactly did the individual do that you are recognizing?

DON'T OVERDO IT

Recognition needs to be relative to the performance. Match the amount and intensity of recognition to the behavior being recognized.

Compliments tend to lose their meaning if they're given out just because...

WHATEVER THE REASON, make sure it is well deserved.