

“The Recognition” in the Recognition System

There are several key elements of recognition that support a successful recognition system. Making it easy for everyone in the organization to express appreciation will support a “culture of recognition”.

Recognition types

- > **Day-to-day**
recognizes behavior, happens frequently, often weekly, 360 degrees, peer to peer, frontline to manager, leader to manager, when constructed strategically reinforces core values
- > **Informal**
recognizes performance, discretionary effort, awards accomplishments, acknowledges contributions of individuals and teams
- > **Formal**
recognizes results often occurs annually, drives goal attainment

Recognition moments

- > Service recognition - success story
- > Peer-to-peer
- > Manager to employee
- > Above and beyond - success story
- > Skill accomplishment - success story
- > Milestone celebrations
- > Project completion
- > Safety
- > Other

Delivery methods

Using an integrated approach to recognition moments and delivery methods will create a more dynamic system.

- > Verbal
- > Email
- > Hand-written note
- > Public call out
- > Tangible
- > Symbol of accomplishment
- > Social

