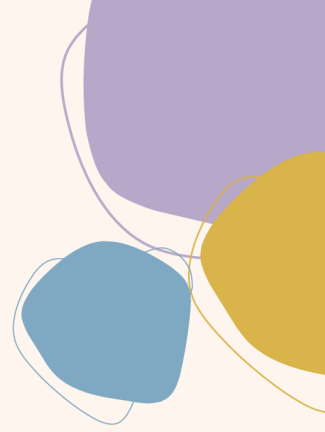


Practical Ways to Recognise Your People

Small acts that make a big difference

From public celebrations to private notes, finding ways to recognise your people increases their engagement and sense of belonging.



Recognition should always be given in a way that makes the receiver feel truly seen and comfortable.

Ensure you know how your people like to be recognised.

Warm Fuzzy

Have a box (or wall!) in your office that people can add positive feedback to. Read them out in team meetings.

Surprise Note

Leave a handwritten note, card and/or a small token of appreciation on a team members desk.

Shoutouts

Start your team meetings with shout outs - one per person, rapid fire, or opt in.

Take 5

Block 5-minutes in your calendar each day to tell someone something you noticed they did well.

Dedicated Channel

Create a communications channel specifically for recognition - a Teams channel, newsletter article, agenda item etc.

Informal TIL

Encourage your team members to have a late start or early finish, to recognise their effort.

Wellbeing Days

Allow team members to use their personal leave for 'Wellbeing Days' to rest and recharge.

Feedback Frenzy

Share any positive feedback you receive from customers or stakeholders, with your team or team member.

Stickers

Get yourself some old-fashioned 'Great Job' stickers and put them on peoples laptops, notebooks or water bottles.

Personalised Gifts

Buy your team member their favourite coffee, chocolate, snack, magazine etc.

Milestone Reminders

Add your team members birthdays, work anniversaries and other key dates to your calendar.

Surprise & Delight

Organise a surprise team outing, photo wall, matching shirts or half day off - the options are endless!

