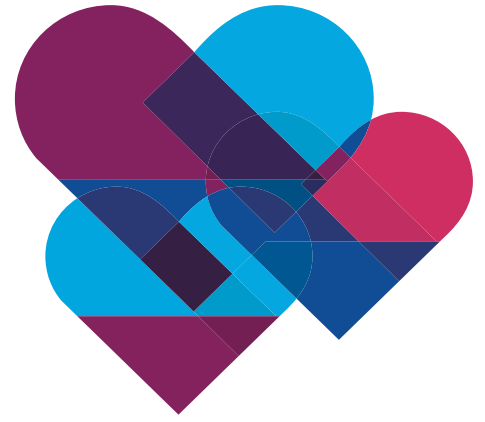


FIVE KEYS TO Recognition!



Recognition is a key to creating an engaged team—and an engaged team helps drive organizational success. Effective recognition doesn't have to cost a lot of money or take a lot of time. Here are five simple tips that will turn you into a recognition expert in no time.

Thanks!

MAKE IT FREQUENT

Praise should outweigh constructive feedback. The *Harvard Business Review* notes that top performing companies give five positive comments for every negative one.



MAKE IT TIMELY

The best recognition happens as close as possible to the moment of the event you are recognizing. Recognition loses its luster over time.



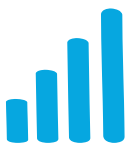
MAKE IT SPECIFIC

Instead of thanking someone for “going above and beyond,” be specific and tell him or her exactly what you saw or heard that deserved more recognition. The more detail you include, the better.



MAKE IT PERSONAL

When praising a Team Member, be sure to include a personal note or comment specific to the recipient, if you're giving a reward, make sure it's something that the Team Member will value.



MAKE IT BIG-PICTURE

Random affirmations are nice, but recognition is most effective when it's given in the context of a larger goal or business objective. Also, tie the recognition to company Values and brand Pillars.

"It's not how much we give, but what we put into the giving." – Mother Teresa