



# Engaging Conversations Starters

## Q04. In the last seven days, I have received recognition or praise for doing good work.

Use these Engaging Conversation Starters to identify what motivates each of your team members and discuss how the team can build a recognition-rich environment.

Each question will help you start a dialogue about issues related to recognition and praise that affect your team. Use the Sharpen Your Approach section to make the most of what you learn from the conversation.

### One-on-One Conversations

One of the best ways to start individualizing your approach to recognition is to ask your employees what is meaningful to them in this area.

Questions to Ask	Sharpen Your Approach
What is the best recognition you have ever received?	Know what types of recognition are meaningful to each employee.
How do you like others to recognize you?	Learn how team members like to receive recognition, and then tailor your approach to recognition so that they know you have heard them.
What type of recognition is the most motivating to you?	Listen for what exactly motivates an employee, and be sure all of your recognition of this person is specifically motivating to him or her.
When you achieve success at work, how do you want others to recognize you?	Learn the types of recognition that work best for the person.
Whom would you like to receive recognition from?	Find out whom you should involve when recognizing or praising this person.
What recognition have you received recently?	How could you ensure that this person is receiving proper recognition for what he or she does?

### Engaging Team Conversations

Recognition is everyone's responsibility. These conversations can help you and your team build an environment in which employees are empowered and encouraged to give and receive recognition and praise.

Questions to Ask	Sharpen Your Approach
1) Who encourages you the most at work? How does this person provide this encouragement?	<p>As you lead this conversation, listen for ways in which the team can work together to become more effective at praise and recognition inside and outside the team.</p> <p>Help the team realize how easy it is to say, "Thank you" or "Great job on [insert example] today!"</p> <p>Consider taking the lead by encouraging employees who naturally excel at recognizing others to help you build an environment where good work never goes unnoticed.</p>
2) When was the last time you recognized a colleague for good work? What did you say or do?	
3) What gets in your way of recognizing others' great work? Why don't we recognize one another more often?	
4) What could we do more of to build an environment that encourages recognition and praise?	