



The Building Blocks of Effective Recognition

<p>Individualized</p> <p>The recognition you provide should resonate with the individual.</p>	<ul style="list-style-type: none"> • Recognize that each person has a unique set of motivational factors. • Begin by understanding the best motivation for each employee. • Identify how people prefer to receive recognition, what they want others to recognize them for and how you can make the recognition special and unique to them.
<p>Deserved</p> <p>Praise excellence. Don't take turns.</p>	<ul style="list-style-type: none"> • Build metrics that measure each employee's performance. • Tie reward to the achievement of performance goals. • Clearly describe what a star performer looks like.
<p>Specific</p> <p>Specificity creates meaning.</p>	<ul style="list-style-type: none"> • Clarify what specific results or actions you are recognizing. • Tie the recognition to a talent or strength that contributed to the accomplishment. Example: "The precision and detail-orientation you bring to work every day really enabled you to accomplish this task. The structure you bring to our team makes us a better team."
<p>Timely</p> <p>Immediacy underscores value.</p>	<ul style="list-style-type: none"> • Maximize the effect of recognition by making it a priority. • Give praise while the task — and what it took to accomplish it — is clearly in mind.