

CELEBRATE YOUR EMPLOYEE'S ACHIEVEMENTS

Studies have shown that when people experience gratitude from their manager, they're more productive. In fact, **82% of employees said being recognized actually motivated them in their jobs.**

The most effective employee recognition programs are the ones that **speak to the employee's personality and source of motivation.** An introvert might be demotivated by a program that singles out and publicly appreciates their performance while an extrovert may not appreciate a gift or thank you card. Having a variety of responses to high achievement and progress can be the key to making sure your gift of gratitude speaks directly to the employee being recognized.

HERE ARE SOME OF OUR FAVORITE EMPLOYEE RECOGNITION IDEAS:

A HAND-WRITTEN NOTE – Taking the time to create a handwritten thank you note that details the reason for your appreciation can go a long way - especially for an introvert. If this employee works on a team, gather notes of appreciate from their entire team and deliver it in one full envelope.

MEANINGFUL GIFT CARDS – Does your employee come to work each day with a hot cup of coffee from the local drive thru? Talk about the joy of gardening after a long weekend? Have kids at home and would appreciate a meal kit from a delivery service? Gift cards that are tailored to the employee's lifestyle and personality will show that you are appreciate the time and effort they put in at work each week.

EXTRA VACATION DAY(S) – encourage a healthy work-life balance with a bonus day-off that the employee can use at their leisure during the month/year they are being recognized.

GOAL ACHIEVEMENT CELEBRATION – A monthly, quarterly, or yearly celebration is a great way to recognize those employees who have consistently hit their goals or achieved significant growth. The celebration could be a company lunch/dinner or a wall of fame in the office. Special company branded items, award certificates, and thank you cards can all be combined to pack a gratitude punch for these employees.

GIVE AN EXPERIENCE – tickets to a ball game, a wine/beer tasting, concert tickets, or the ability to be a tourist in their own town on the company dime will create an experience and make a memory that encourages future performance.

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A solid rewards system is an incredibly easy way to keep employees **engaged, happy, loyal, and motivated.** When creating goals with your employee, talk about what kind of reward might motivate them. As they get close or hit certain milestones, reward them in a way that speaks to them to encourage continual high performance.