



PRAELISCERE

EMPLOYEE APPRECIATION AND RECOGNITION

Employee appreciation and recognition brings a wide range of benefits, including improved retention, motivation, job satisfaction, and employee well-being. When employees feel truly valued, trust and connection grow, leading to increased engagement and productivity. This creates a positive and supportive workplace culture where everyone thrives.

RECOGNITION

Recognition should be given when an individual's performance reaches a level that deserves acknowledgment.

FORMAL RECOGNITION PREFERENCE

Formal recognitions are preplanned and have a structure to them. These can include employee of the month honors, annual or quarterly awards, and work anniversaries.

Public Praise Private Praise Verbal Written Tangible Intangible None

Delivery from: Direct Manager Senior Management Peer Direct Report Customer/Client

INFORMAL RECOGNITION PREFERENCE

Informal recognition involves spontaneous moments of acknowledgment. These can be during smaller meetings, leadership/executive meetings, or through a written note or email.

Public Praise Private Praise Verbal Written Tangible Intangible None

Delivery from: Direct Manager Senior Management Peer Direct Report Customer/Client

APPRECIATION

Appreciation should be consistent and regularly practiced, coming from anyone within the organization or those connected to it, including teammates, direct reports, and leadership.

APPRECIATION PREFERENCE

- | | |
|---|--|
| <input type="checkbox"/> Acts of Service | An action that will benefit the employee
e.g. handling their shift/part of shift, running work errands |
| <input type="checkbox"/> Words of Affirmation | Specific verbal expressions
e.g. be specific in highlighting their personal skills and strengths |
| <input type="checkbox"/> Tangible Gifts | Material objects
e.g. work swag items, plaque, gift cards, items from local business |
| <input type="checkbox"/> Quality Time | Sincere direct interaction with leadership
e.g. lunch with leader(s), one on one time |
| <input type="checkbox"/> Proof of Impact | Emphasize the impact an employee's work has had in the community, organizations mission, or within their role at the organization.
e.g. data or metrics, customer/client testimonials |

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