



# EMPLOYEE ENGAGEMENT on the **R.I.S.E.**

So, how do employees become engaged? Research proves that showing appreciation to employees results in: higher profitability, higher productivity, lower absenteeism, lower turn-over, fewer safety incidents, fewer quality incidents and higher customer metrics. People simply respond best to recognition. In fact, Towers Watson’s Global Recognition study stated that praise can have the same impact on job satisfaction as being awarded a pay raise.



## **R.I.S.E.:** four employee-recognition best practices

**Regular:** Recognize colleagues on a consistent basis. Consistently offering appreciation for good performance sets up a reliable feedback system.

**Immediate:** Recognition should be given in a timely way. It’s a basic truism of psychology that people learn fastest when they receive prompt responses as a result of their actions.

**Specific:** Recognitions should name exactly what the person did that impressed you or that reflected company values.

**Encouraging** -Recognitions should provide positive encouragement. *Each employee should receive recognition in the form that he or she finds most personally meaningful.*



## RECOGNITION IDEAS



### Non-Cash Rewards

Recognizing employees does not have to break the bank. There are many fun, non-cash ideas that are sure to please employees.

Here are a few impactful ideas:

- Ask the employee to write down six ways they would like to be rewarded. Anything goes. The only rule is that half the ideas need to be low cost or no cost.
- Mail a handwritten note of thanks to their home address
- A visit or email from the department VP saying “thank you”
- Highlighting employee in company newsletter or team meeting - tell the story.
- Peer to peer recognition (this also builds a loyal team)
- Stress management or wellness services (in-office yoga, meditation or fun games)

### Monthly Fun Calendar

Create your own departmental monthly fun calendar! Be creative. Have fun. For example, International Day of Happiness is being celebrated on March 20, and it would certainly be a “happy” time for you to celebrate the people who show up and work hard every day.



### Recognition Boards

One way to build a culture of recognition in your department or division is with a recognition board, a wall plaque that rewards exemplary employees. Recognition boards should be placed in common areas for everyone to see!



So, how will you get your employees to **RISE?**