





Recognize People


Recognition is powerful. Feeling acknowledged and valued motivates us, deepens our sense of purpose and inspires us to be our best selves. It can also connect us with our team and build resiliency.


TEAM ACTIVITY


Taking the time to recognize others can be transformative. Feeling appreciated boosts our confidence, makes us feel valued and builds trust and healthy relationships. Here are tips for creating a culture of recognition within your team.

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Set up a kudos board or appreciation station in a break room for staff members to recognize and thank teammates.
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Add “kudos” as a standing agenda item at team meetings. Ask for volunteers to offer shout-outs as a regular part of team gatherings.
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Create a culture of credit by always looking for opportunities to recognize original ideas and best practices.
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At the end of the week, send a quick note or text of appreciation to a coworker for something they did that week. Be specific about what it was that you appreciated.
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Recognize and celebrate team member milestones, such as work anniversaries, graduations and birthdays.

SMARTIE GOAL: Set a SMART goal, such as, “Our Unit-Based Team will increase employee peer recognition from 2 per week to 5 per week by April 30, 2024.” Then make this a SMARTIE goal by adding elements to make this goal **Inclusive** (for example, “We will include week and weekend employees in employee peer recognition) and **Equitable** (for example, “We will take steps to ensure recognition can be given at any time or place and is inclusive of all work environments”).



Find ways to recognize colleagues that maximize comfort and confidence

Not everyone wants to receive recognition the same way or for the same contributions. Ask questions and actively listen.

Check out the complete [Recognition Questionnaire](#).

Get more tips and ideas for recognition at kp.org/recognition and from the [How-To Guide: Reward and Recognize](#) on LMPartnership.org.

