

Motivating Today's Agri-Worker

Developing a Rewards and Recognition Culture

One of the best ways to keep your people productive and happy is to develop a rewards and recognition culture. Below is a quick self-check to see how well you are developing a rewards and recognition culture.

Directions:

1. Read each question and answer on the following scale: **Never, Occasionally, Regularly**

Do you:	Never	Occasionally	Regularly
Find that the rewards are valued by staff?			
Differentiate between top and average performers?			
Match rewards with specific needs of employees?			
Reward top performers with new opportunities?			
Recognize small improvements in poor performers?			
Reward behaviour that supports company goals?			
Offer rewards based on measurable results?			
Seek input on what rewards would motivate employees?			
Communicate what is needed in order to earn rewards?			
Help employees overcome obstacles to success?			
Create a friendly, competitive atmosphere among staff?			
Recognize both positive behaviours and results?			
Reward people in a way that they, not you, value?			
Say 'thank you' for routine work and small improvements?			
Say 'thank you' to your boss and peers?			
Offer specific examples when praising an employee?			
Enrich employee's job to make them more interesting?			
Reward team members equally for team results?			
Reward solving problems, rather than hiding them?			
Assist employee achieve work/life balance?			

By regularly doing all of the following activities you will be on the fast-track to developing a rewards and recognition culture.



Seven simple steps to rewarding and recognizing employees:

1. Consider how you might like to be thanked for your efforts.
2. Ask them what type of reward would be appreciated by them.
3. Praise publicly and criticize privately.
4. Develop the habit of looking for reasons to praise people, it will raise the bar.
5. Identify the specific positive behaviour or performance being acknowledged.
6. To reinforce behaviour, reward/recognize positives as soon as possible.
7. Make the process fun and engaging.

Low cost/high impact reward and recognition ideas worth considering:

- Sincere personal thank you or well done (verbally or in writing)
- Coffee shop gift certificates for immediate recognition
- Plush bull dog animal for most persistent employee
- Spark plug award for brightest idea
- Employee of the month
- Preferred parking spot for a week
- Gifts (t-shirts, ball caps, sweatshirts, mouse pads, etc.)
- Gift certificate for night out at the movies for two
- Gift certificate for dinner for two
- DQ ice cream cake with "Awesome Job" on it
- Team BBQ
- Pre-paid cell phone card
- Plaque
- Gift basket
- Digital camera
- Music CD or free I-Tunes downloads
- Gift certificate for spa treatment
- Ticket to sports event
- Contribution to employee's charity of choice
- Paid day off