



MAKING PEOPLE FEEL LIKE WINNERS

— REWARDING EFFORT —

MONEY	OPPORTUNITY	RECOGNITION
<ul style="list-style-type: none"> ◆ Raise ◆ Subscription to professional publication ◆ Paid time for self improvement ◆ Favourable overtime ◆ Bonus ◆ Free passes to events ◆ Health club memberships ◆ Time off with pay ◆ Membership in civic organizations ◆ Taken out for lunch or dinner with spouse ◆ Prizes ◆ Stock ownership ◆ Travel ◆ Six weeks holiday on the 10th year of service ◆ Staff discount ◆ \$ to decorate work space ◆ Control over budget ◆ Training tapes/books ◆ Gift certificates ◆ RSPs 	<ul style="list-style-type: none"> ◆ Increased responsibility ◆ Outside training ◆ Increased authority ◆ Flex time ◆ Opportunity to set own goals ◆ Become a group leader ◆ Promotion based on performance ◆ Cross-training ◆ Delegate more ◆ Task force assignments ◆ Participation in management meetings ◆ Freedom to choose how to accomplish tasks ◆ Make them supervisor for the day ◆ Appointments to boards or associations ◆ Specialization by individuals ◆ Cross-pollination (short term job change) 	<ul style="list-style-type: none"> ◆ Specific praise and reinforcement ◆ Certificates, plaques, trophies, rings, pins ◆ Employee-of-the-month awards ◆ Personal nameplate/badge ◆ Personalized business cards ◆ Photo in company newsletter ◆ Photo in annual report ◆ Photo in local newspaper ◆ Memo in file for good performance ◆ Allow personalization of work area ◆ Title change ◆ Acknowledgement on special days by peers ◆ Special parking spot ◆ Privacy in work space ◆ Picture in Hall of Fame ◆ Send copy of memo home to spouse