

## **MAKING PEOPLE FEEL LIKE WINNERS**

### **- The Rewards -**

#### **MONEY**

- Raise
- Subscription to professional publication
- Paid time for self improvement
- Favorable 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 10<sup>th</sup> year of service
- Staff discount
- \$ to decorate workspace
- Control over budget
- Training recordings/books
- Gift certificates
- Retirement Plan Certificates

#### **OPPORTUNITY**

- Increased responsibility
- Outside training
- 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 to how to accomplish tasks
- Make them supervisor for the day
- Appointments to boards or associations
- Specialization by individuals
- Cross-pollination (short-term job change)

#### **RECOGNITION**

- 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 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
- Kid's Art Contest

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