50 Employee Behaviors to Recognize and Reward

When Gallup research looked at employee recognition, they described it as "Low Cost, High Impact."

Gallup's analysis says employee recognition is one of the simplest ways to attract and retain top performers — so why aren't companies doing it more?

> *"According to Gallup's analysis, only one in three workers in the U.S. strongly agree that they received recognition or praise for doing good work in the past seven days. At any given company, it's not uncommon for employees to feel that their best efforts are routinely ignored. Further, employees who do not feel adequately recognized are twice as likely to say they'll quit in the next year."*
>
> *— Gallup.com, "Employee Recognition: Low Cost, High Impact"*

Whether it's a pat on the back, a personal note, or a public-facing announcement, giving recognition for behaviors that matter is easier than you think and benefits everyone involved.

In Gallup's analysis, forms of public recognition resonated most with employees, even beating out money as a reward.

Managers in today's workplace are either busy or not aware of employee behaviors they could quickly call out. That's why YouEarnedIt has created a list of 50 common behaviors anyone can easily recognize and reward.

50 Behaviors to Recognize and Reward

Key Performance Indicators

- Sales accomplishments and performance
- Reach a department, team, or personal goal
- Complete a project under deadline or budget
- Perfect safety record
- Perfect attendance or a certain % attendance goal

Learning and Development

- Attend a training session
- Get a specific score on an exam
- Attend a lunch and learn
- Shadow a coworker in another role
- Go back to school for a degree or industry-specific certification
- Learn a new language
- Serve as a mentor to others

Recommendations

- Employee referral and hire for job vacancy
- New customer referral
- Receive a positive customer review
- Share a great idea for new product or service
- Recommend a new process to boost efficiencies

Workplace Etiquette

- Brew the morning coffee
- Take out recycling or trash
- Empty dishwasher
- Run dishwasher
- Restock the coffee
- Clean the break room
- Bring a plant to work
- Bring in donuts

Tenure / Celebrations

- Reach company milestones
- Years of service anniversaries
- Employee birthdays
- (Note: The YouEarnedIt platform can be set up to award these automatically!)

Health & Wellness Related

- Walk to lunch
- Run a 5k with a coworker
- Work out at the gym 4x in a month
- Quit smoking
- Get annual physical
- Get dental checkup
- Attend an exercise class
- Teach office yoga

Be The Brand

- Share the company's social media via personal accounts
- Train a new hire
- Attend meetings prepared and on time
- Live out company core values
- Show a new coworker around
- Help someone out

Corporate Social Responsibility

- Volunteer on the weekend
- Volunteer with a coworker
- Donate blood
- Donate to a charity
- Participate in a fundraiser
- Start a philanthropic effort
- Organize an Earth-friendly activity

At YouEarnedIt, we've seen firsthand how an employee experience platform can benefit managers while creating an overall culture of appreciation. Give your managers these tips to ensure you see effective employee recognition across the company.

● *Tip: Remember that effective recognition helps managers directly.*

A third-party ROI study of companies using YouEarnedIt for employee recognition found:

Teams using YouEarnedIt see a **10% increase in project delivery**

Managers see a **time savings of 5 hours a month** with employee recognition and performance evaluation

100% of teams studied see employee **engagement increase**

● *Tip: Keep these employee guidelines in mind.*

When sending a piece of recognition, use these guidelines to make it simple yet effective:

- **Make it specific:** What did they do, and how was it impactful?
- **Make it timely:** The sooner, the better!
- **Make it personalized:** Tag or mention the skills and core values exhibited.
- **Make it consistent:** Over time, consistent recognition creates a culture of recognition.

Example: Creating effective recognition for day-to-day work

Crystal Shepherd recognized

+150 ▶ **Matt Kennedy**

Excellent job catching that typo in the Peterson proposal. It may seem minor, but attention to detail is a major reason clients choose the Shepherd agency. Much appreciated!

★ Core value: Make Us Better   ⚡ Skill: Attention to Detail
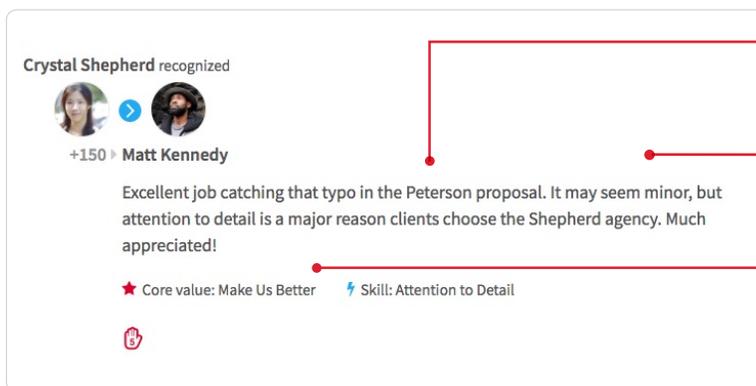
Specific
It goes beyond a generic thank-you to call out the action's impact

Timely
It was sent the same day, not weeks later in an email or company meeting

Personalized
It's been tagged with the skills and company core values exhibited