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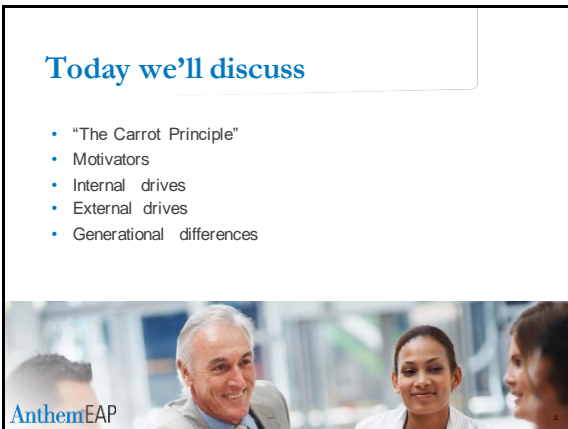
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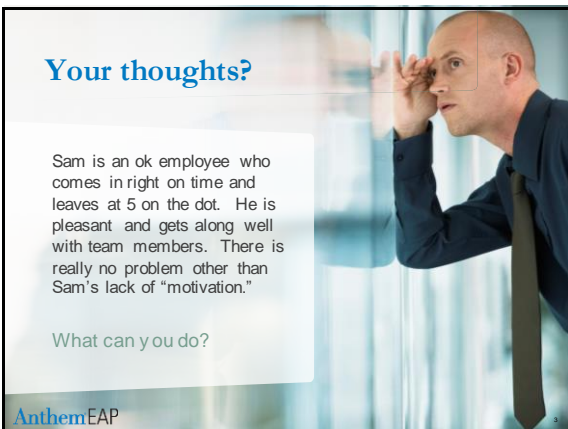
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## Cast a Wide Net

- Involve all employees
- Anyone who steps up to the plate should be recognized and rewarded
- Be open to being surprised as to who may step up

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## How You'll Recognize Your Employees

- Explain how you'll recognize employees
- Describe the criteria
- Establish a detailed action plan
- Communicate, Communicate, Communicate
- Empower employees to take appropriate risks
- Shake it up and offer many different types

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## When to Recognize Employees

Your thoughts?

- As soon after the event as possible
- During a team meeting or other internal public event
- As often as you can
- In person, in social networking and in print (business unit newsletter, etc.)




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## Creative Ideas



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- Smile Teams (Pall Corp. Michigan)\*
- Ice Cream/Fruit and Veggie Socials
- Birthday and Anniversary Celebrations
- Ask employee what works
- Everyone is different...so, shake it up
- Please and Thank You's go a long way
- Wall of praises
- Praise, Praise, Praise... give credit where it is due
- Hand written notes
- Send a special recognition email to another manager about the outstanding performance of one of his/her employees

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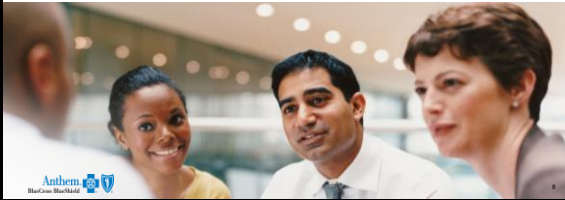
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## What NOT to Do

- Avoid saying "Great job, but next time...."
- Picking the same favorites time and time again
- Arbitrarily picking people for no real reason
- Employee of the month programs
- Be too serious



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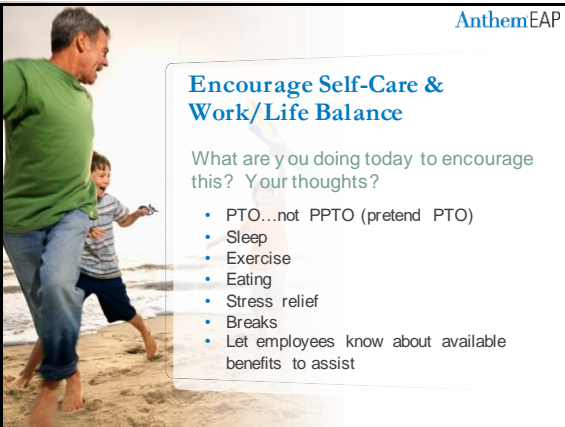
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AnthemEAP

## Encourage Self-Care & Work/Life Balance

What are you doing today to encourage this? Your thoughts?

- PTO...not PPTO (pretend PTO)
- Sleep
- Exercise
- Eating
- Stress relief
- Breaks
- Let employees know about available benefits to assist



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## Practice Positive Psychology

- Reframing
- Happiness
- Motivation/willpower and determination
- Self-talk



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## Building Resilience

- Support and resources
- Fear of failure/success
- Dealing with negative people
- Time management



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## Laugh More

- Laughter therapy
- Self-esteem
- Benefits of laughter
- How to laugh more



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