



Effectively Recognizing and Rewarding Employees

6

Why Employee Rewards and Recognition Matter

Recognition and financial rewards for job contributions are vital to reducing burnout. A meaningful reward system signals what is of value to the organization and recognizes the work of employees. Staff who are recognized for their efforts and what they contribute to the organization experience more job satisfaction.

Pathways to Effective Employee Recognition

There are several pathways organizations can follow to implement effective reward and recognition practices. Those paths include providing ongoing support and guidance, offering competitive compensation, acknowledging excellence, and offering alternative job perks.

The best practices included in this guide are recommended by leading national workplace initiatives. Most are already implemented by many agency leaders across northwest Michigan in an effort to effectively recognize their staff. Use this resource to identify actionable steps your organization can take to promote employee reward and recognition strategies that are effective.

Employee Rewards and Recognition Best Practices

Consider implementing one or more of these strategies within your own organization to more effectively reward and recognize employees.

Seek Industry and Staff Input

- Compare employee's salaries with local and industry standards to ensure they are fairly compensated for their work
- Seek employee feedback on their experience of work
- Survey employees to determine what types of rewards and recognition would motivate them
- Create a reward and recognition committee that includes staff from diverse roles and levels

Create Space for Celebration

- Acknowledge and celebrate impressive employee contributions publicly
- Encourage staff to share successes on an ongoing basis
- Encourage staff to recognize each other's accomplishments among each other, during staff meetings, and/or through platforms such as a "brag board" where staff leave notes of recognition on one another's successes

Offer Non-Financial Rewards and Forms of Recognition

- Reward employees with non-financial perks such as additional paid time off, flexible scheduling options, and recognition for years of service
- Provide recognition during one-on-one interactions with staff to make the recognition more personal and genuine
- Include time during staff or organizational meetings for employee recognition
- Provide staff with regular, positive feedback
- Participate in virtual employee recognition platforms such as Awardco or Bonusly