

The cycle of success: 25 employees who deserve your recognition

John O'Brien,
Vice President,
Employee
Performance Group,
BIWORLDWIDE

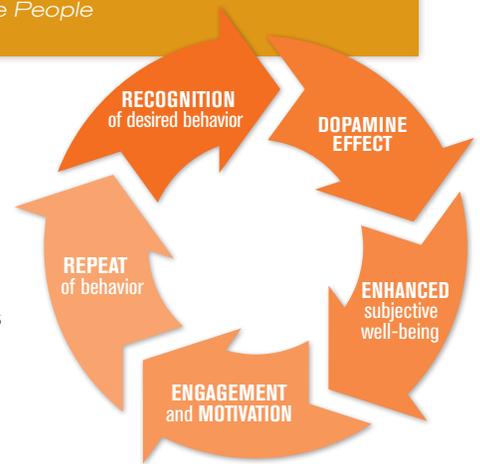
“Next to physical survival, the greatest need of a human being is psychological survival, to be understood, to be affirmed, to be validated, to be appreciated.”

Stephen R. Covey
The 7 Habits of Highly Effective People

What goes around, comes around

What happens when you recognize an employee's desired behavior? You start a cycle of success, grounded in the science of behavioral economics. It works like this:

- The employee you recognized experiences the **dopamine effect**, a rush felt after something good happens.
- He or she feels valued and appreciated, which leads to enhanced **subjective well-being**, or perceived happiness.
- Your employee **repeats the desired behavior** in order to feel the beneficial effects of recognition and in turn, becomes more engaged and motivated.



The key to boosting your employees' engagement – and your organization's long-term success – is to make a habit of recognizing game-changing employees like these.

- 1. The day brighteners.** A cheerful, always-positive attitude helps build morale and energizes your entire workforce.
- 2. The organizers/planners.** Who's your go-to person for planning a celebration, event or special guest's visit? An employee's ability (and willingness) to plan and organize is definitely recognition-worthy.
- 3. The participators.** Do you ever feel that half the battle is getting your employees to speak up? Recognize those who get the conversation started – and keep it going by engaging others.
- 4. The go-the-extra-milers.** Be on the lookout for the employee who always does whatever it takes to get the job done – and done right.
- 5. The volunteers.** When you're looking for volunteers, is there someone who's always ready to jump in? The willingness to volunteer deserves some recognition.
- 6. The mentors.** Strong role models are invaluable assets, not only to the individuals they're guiding but also to your entire organization.

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- 7. The accountables.** There's nothing like being able to rely on someone. Recognize those who always do what they say they're going to do.
- 8. The on-timers.** People who are late are always noticed. Better to shine the light of recognition on those who are always on time, finish tasks in a timely manner and consistently meet deadlines.
- 9. The recognizers.** Those who regularly take time to praise others should be recognized for it.
- 10. The initiative-takers.** If something needs to be done, this person does it without being asked.
- 11. The team players.** Behaviors that make it easy to work well within a group are vital to employees' individual and shared successes.
- 12. The idea generators.** Fresh ideas are the lifeblood of your organization. Be sure to recognize employees who are always coming up with something new.
- 13. The truth tellers.** These people always "tell it like it is," sharing valuable information about day-to-day issues and allowing you to take care of little problems before they become big ones.
- 14. The learners.** Recognize those on your team who are always seeking out new skills and new ways of doing things. When your employees grow, your organization does too.
- 15. The adaptables.** Times and circumstances change (deadlines, budgets, the marketplace) and the greatest employees are those who take change in stride and remain positive.
- 16. The energetics.** Energy and enthusiasm are contagious and can motivate your entire workforce.
- 17. The mediators.** The ability to help resolve differences and unite those with opposing views is vital to an effective team. Be sure to recognize the peacemakers.
- 18. The resilient.** When the going gets tough, the tough get going – and the ability of these employees to stay strong and focused, no matter what, deserves recognition.
- 19. The relentless.** Don't overlook the employee who never gives up, who works tenaciously to come up with a solution to a problem or to improve a process.
- 20. The presenters.** Just because people attend a presentation doesn't mean they're listening and retaining the information. Recognize your top presenters for their skill at capturing the audience's attention and ensuring that the content is remembered.
- 21. The workhorses.** Look for the employee who asks for more work instead of lingering over current work or sitting idle.

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- 22. The responsables.** The responsible employee doesn't shy away from admitting mistakes or oversights – a valuable behavior that allows you to understand the problem and prevent it from reoccurring.
- 23. The analysts.** Be sure to single out your analytical pros, the problem-solvers who take time to think things through and consider the pros and cons before moving forward.
- 24. The goal-setters.** Recognize those who set personal goals and work toward them – the ones who are never satisfied with the status quo.
- 25. The communicators.** You can rely on employees with excellent oral and written communication skills to facilitate understanding of issues and communicate compelling ideas. They're an asset to your entire organization and their skills should be applauded.

To learn more about BI WORLDWIDE's approach to achieving employee engagement and workplace happiness, visit: BIWORLDWIDE.com or email info@BIWORLDWIDE.com.

