

Rewards and Recognition

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Reward and Recognition rank highly in almost every employee survey, they feature as a key factor in motivating employees. Getting to know what rewards will really motivate your employee will ensure that you choose the right reward.

Rewards

Get to know the person....what is important to them and reward appropriately (i.e. tickets to the rugby / music / hunting etc)

Think about asking the following:

- How was your weekend?
- What was the best holiday you ever had and why?
- Who is your role model?
- If you could be anyone who would it be and why?

What three things do you value the most?

What would you do more of if you had the chance?

Building a good team is important to us, what do you think we could do together to help make that happen?

Find out when birthdays / special anniversaries are and do something for them.

Regularly find out what the skills they have are worth in your area.

Identify things that are important to you as employers and reward or incentives in these areas (i.e. production / equipment maintenance etc)

Remember - the best rewards are those that are unexpected and relevant to the individual