



## UNC Charlotte Non-Monetary Recognition Ideas

Studies have shown that recognition efforts have a direct impact on an employee's satisfaction and dedication to their workplace. To be effective, recognition efforts need to be diverse and regular. Below is a list of suggestions you can utilize to recognize employee and team contributions to the University. **Make recognition a priority for your team.**

- Download the thank you note template from the template page and add a handwritten note – or skip the template and make your own card!
- Send a thank you email to your team or workgroup acknowledging the employee for their contribution
- Post a thank you notice on a bulletin board in a centralized area
- Create a bulletin board in a centralized area which exists solely for recognition. Invite everyone to participate in leaving recognition notes.
- Give the employee special projects when they show initiative
- Have lunch with the employee
- Talk with the employee about training opportunities through Employee Learning and Development
- Thank the employee openly at your next team meeting
- Send them an e-card from Hallmark or American Greetings
- Find out what their favorite candy is and give it along with a thank you note
- Recognize people for being recognition givers with the **Bucket Filler Award** - Get a ladle or scoop and give it as recognition token. Attach a printout of the Dipper and Bucket Theory (available on the template page) and a note thanking them for filling the buckets of others.
- Thank them by giving a doughnut with a note saying “Donut I’d do without you!”
- During a stressful project give a “stress kit”. Fill the kit with items such as a stress ball, chocolate, ibuprofen, and other items.
- Give a puzzle as an award to a problem solver
- Handy in the kitchen? Bake cupcakes, cookies, or muffins for your team
- Keep some index cards in your pocket. Reinforce positive actions on the spot by writing a quick note recognizing the employee for their good work.
- When you hear positive remarks or feedback, relay that message to the person as possible.
- Set up a “secret pals” program. Everyone who wants to participate fills out a short profile and places it in a hat. The participants take turns drawing a profile from the hat and this decides who they will be a secret pal to. The job of the “secret pal” is to make recognition for their pal a priority year round including holidays, anniversaries, or stressful periods at work.