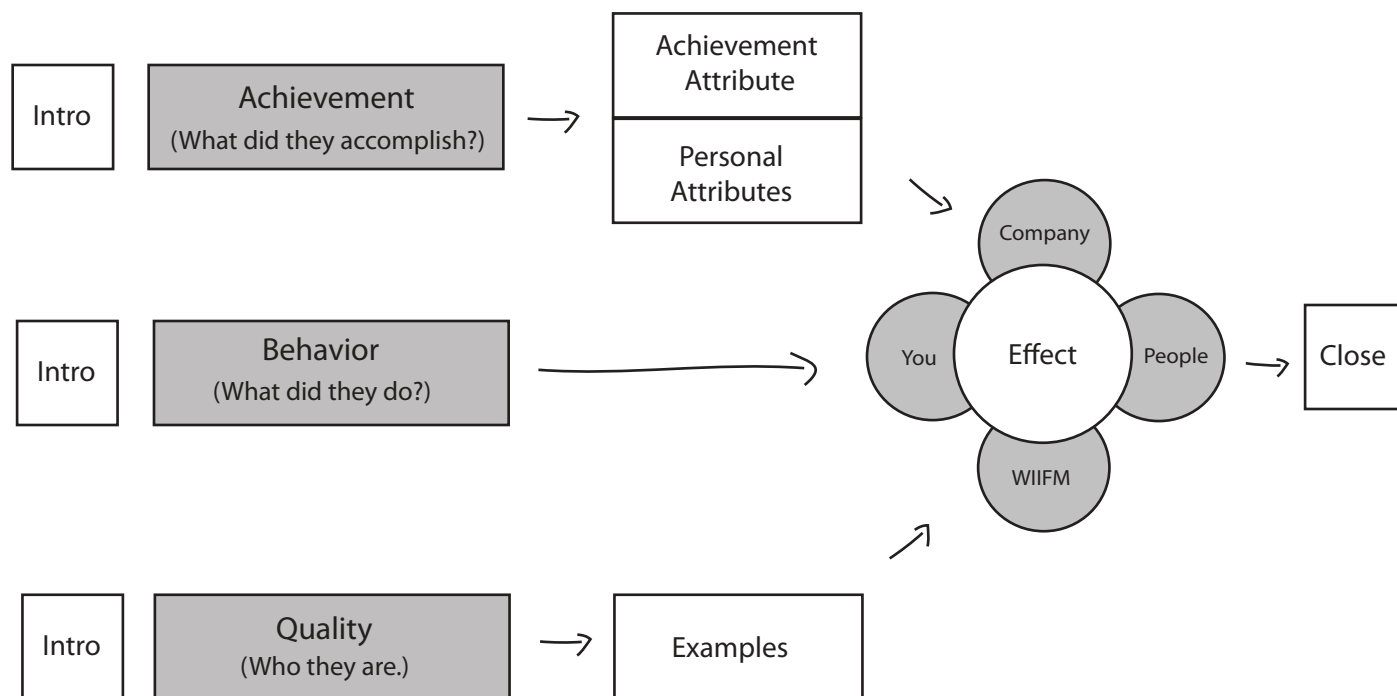


## The Need to be Valued and Appreciated

People connect what they do with who they are. Remember the 'Refrigerator Picture?' When you value your employees for who they are and what they produce you reinforce effective behavior, as well as motivate, strengthen relational bonds, and link their efforts to the larger picture.

Below are the Recognition Codes. Use them as a template to create a recognition statement for one of your direct reports this week.



Script out a Recognition Statement using the codes above that you can use with one of your employees.

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Effective reward and Recognition, like anything is a practice. It will become more natural in time. Take your Recognition Statement and give it to one of your employees this week.