

SOME IDEAS FOR RECOGNITION MOTIVATED RESPONSE

FOR AFFILIATION MOTIVATED PEOPLE:

- ⇒ Any recognition that is done in the presence of peers, family, etc.
- ⇒ Banquets.
- ⇒ Name in newsletter of agency.
- ⇒ Name/photo on bulletin board in public area of agency.
- ⇒ Personal notes from supervisor.
- ⇒ Supervisor remembering birthday, anniversary, special events.
- ⇒ Supervisor mentioning children's, spouse's name in conversation.
- ⇒ Opportunities for socialization on job.
- ⇒ Assignments that offer opportunities for personal interaction.
- ⇒ Assignments that offer opportunities for making friends.
- ⇒ Personal, verbal greetings from supervisors.
- ⇒ An award named for them that is presented for 'people related' accomplishments.
- ⇒ Opportunities to give input in people-related issues.
- ⇒ Letters of commendation to paid work supervisors telling of their work to benefit people.
- ⇒ Gifts, letters, etc., from clients.
- ⇒ Requests for suggestions on improving the feel of the workplace.
- ⇒ Unexpected (between holidays, birthdays, etc.) notes expressing thanks.
- ⇒ Letter of appreciation published in their newsletter.
- ⇒ Evaluations that measure success in 'people' terms.
- ⇒ Praising them to their friends.
- ⇒ Affection, humor expressed.
- ⇒ Sharing organizational needs on personal level.
- ⇒ Awards that have pictures of clients on them.
- ⇒ Inclusion of them in slide show, shown in PR work.
- ⇒ Personalized, on-the-job training.
- ⇒ Opportunities to greet and welcome new volunteers, staff.
- ⇒ Take out for coffee, lunch, etc.
- ⇒ Listen to personal problems (within reason).

- ⇒ Respect sensitivities.
- ⇒ Take time to talk to them.
- ⇒ Have group attend community event or social gatherings.
- ⇒ Smile.

FOR ACHIEVEMENT MOTIVATED PEOPLE:

- ⇒ Opportunities to give -n-put in goal-related decisions.
- ⇒ Having whole responsibility delegated to them and ability to set own pace.
- ⇒ Opportunity to create innovative ideas to achieve goals.
- ⇒ Tangible awards, plaques, pins, badges that can be displayed.
- ⇒ Letters of commendation for specific achievement to paid work boss.
- ⇒ Job assignments that allow frequent check points to make success.
- ⇒ Award named in their honor that is given for specific achievement.
- ⇒ Name attached to specific accomplishment (designing new system, etc.)
- ⇒ Story in agency newsletter telling specific accomplishment.
- ⇒ Supervisor keeping abreast of other things important to them and complimenting them; possibly putting in agency newsletter.
- ⇒ Job assignments that offer increased responsibility.
- ⇒ Job assignments with clearly stated goals.
- ⇒ Job assignments which offer an opportunity to achieve a numbered record.
- ⇒ Notes from supervisor acknowledging achievement.
- ⇒ Opportunity to see how they fit into total picture.
- ⇒ Opportunity for advancement.
- ⇒ Clearly defined parameters of assignments.
- ⇒ Training that allows questioning, shaping by recipient.
- ⇒ Their program or process named for them.
- ⇒ Introduction to new people in terms of proudest accomplishment.
- ⇒ Request for input on ways to make agency more efficient.
- ⇒ Opportunity to inspect sites and facilities if not already working there.
- ⇒ Being careful not to waste their time.
- ⇒ Letting them know beforehand agenda of any meeting.

www.volunteerlink.net

Some ideas for recognition motivated response, 2

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歡迎轉載內文以推廣義務工作，使用時請列明出處。

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- ⇒ Evaluations that measure success in goal terms.
- ⇒ Sharing organization needs in terms of challenge.
- ⇒ Letters from board , administration, commending specific accomplishments.
- ⇒ Opportunities to question decisions.
- ⇒ Involvement in decisions that affect them.
- ⇒ Documentation for resume.
- ⇒ Nomination for award program.
- ⇒ Honor their stated goals.
- ⇒ Color code name tags, badges to honor time spent in agency, etc.
- ⇒ Include in staff meetings.
- ⇒ Smile.
- ⇒

FOR POWER MOTIVATED PEOPLE:

- ⇒ Job assignments that allow them to persuade or teach others.
- ⇒ Job assignments that allow them to interact with highest authorities.
- ⇒ Recognition that is broad-based (use of media, etc.) and can be seen by people in authority, power, etc.
- ⇒ Awards named for them that applaud influential achievements.
- ⇒ Letters of commendation noting their impact and importance to service.
- ⇒ Having coffee with supervisor and people in authority.
- ⇒ Story in agency newsletter telling of impact on people/programs.
- ⇒ Asking for suggestions on how agency can achieve wider recognition and impact in community or within its own profession.
- ⇒ Job assignments that offer increased responsibility and authority.
- ⇒ Impressive job title.
- ⇒ Notes from supervisor, high administration, board and community leaders appreciating impact on betterment of mankind.
- ⇒ On-going program or site named for them.
- ⇒ Opportunity to give input into direction of agency.
- ⇒ Opportunity to innovate.
- ⇒ Opportunity to negotiate, question and debate decisions, leaders, etc.
- ⇒ Allowing time to listen to their ideas.

- ⇒ Introducing them to people with influence.
- ⇒ Opportunities to market the agency services.
- ⇒ Sharing organization aspirations with them verbally.
- ⇒ Improvement in decisions that affect future of organization.
- ⇒ PR and media contacts.
- ⇒ Documentation (in terms of impact) for personnel folder.
- ⇒ Nomination for award programs.
- ⇒ Representing agency to deliver speeches.
- ⇒ Opportunities for training outside of the agency.
- ⇒ News releases about work.
- ⇒ Be part of discussion groups.
- ⇒ Use as consultant.
- ⇒ Opportunities to have name connected to something in writing.
- ⇒ Put on Board of Directors.
- ⇒ Smile.

(Source: Sue Vineyard, Beyond Banquets, Plaques and Pins, Creative Ways to Recognize Volunteers)