

The Value of Motivation & Recognition



Most people are motivated by the thoughtful, personal kind of recognition that suggests a sincere appreciation for a job well done.

Recognizing accomplishments is a powerful way to motivate and reward others.

Let's say you bring 10 new teams to your association tournament, yet you receive no recognition. Are you going to be fired up to recruit more new teams next year?

Please consider public, genuine praise of your association's volunteers through this program. Keep in mind; these volunteers don't necessarily have to be board members.

Here are some simple, suggested guidelines:

- **Sincere**

Genuinely express your appreciation and recognition of others.

"We truly feel valued when someone does something that takes thought."

Younggren & Sikanas, The Joy of Recognition

- **Immediate or timely**

Praise and acknowledgement should occur as soon as possible after the event.

Recognizing accomplishments weeks or months later appears to be an afterthought.

- **Specific**

Provide feedback that includes specifics about the achievement.

"I really appreciate your attention to detail on the report. The facts were clear and it was error free."

Also, consider this possibility: Numerically code your tournament applications to find your hardest-working volunteers. For example, Susan receives applications with the number "26" in the lower right-hand corner, while Mark receives applications with the number "27."

Now you can keep track of tournament applications assigned to certain volunteers, and you can reward people who bring in more teams.

- **Meaningful**

Presenting a gift or token of appreciation that is specific to the individual and adds a personal touch.

Observe and talk to others to find out what is meaningful to them.

"Since what is meaningful to you may not be meaningful to someone else, recognition should encompass variety."

Bob Nelson, 1001 Ways to Reward Employees

- **Public**

Make sure recognition is given in public -- at annual meetings, banquets, or even during league play.