2023 State of Idaho Employee Recognition

*Public Employee Recognition Week is May 8-12, 2023, and Idaho State Employee Recognition Day is May 10, 2023!*

# WHY IS EMPLOYEE RECOGNITION IMPORTANT?

Everyone needs and deserves to feel appreciated. Recognition is a powerful motivator, and it contributes to higher employee morale and overall well-being. Feeling valued reminds us all that our contributions are meaningful. Appreciation helps foster a culture of gratitude and promotes a more positive workplace environment. Even though we only celebrate an “official” employee recognition day once a year, remember that appreciation effort should be a year-round effort to support a healthy and happy workforce.

*“A great employee is like a four-leaf clover, hard to find & lucky to have.”*

*-Tammy Cohen*

# F.A.S.T. APPRECIATION

Keep employee appreciation F.A.S.T., and we do not mean speedy! Consider the following when infusing more appreciation efforts into your office:

* **Frequent** – Appreciation should not be a novelty! Let the people around you know that you are grateful for their contributions regularly.
* **Authentic** – Appreciation is most powerful when it is genuine. An insincere or half-hearted expression of thanks could be worse than saying nothing at all.
* **Specific** – Tell your team members *exactly* what you appreciate about them and the work they do.
* **Timely** – If you notice something awesome that someone on your team has done, tell them when you notice! The longer you wait, the more likely you are to forget.

# SIMPLE, LOW-COST APPRECIATION IDEAS

* **Appreciation That Sticks:** Start an appreciation wall in a common area for your team to write and post sticky notes with little things they appreciate about one another.
* **Game Time:** Organize some yard games or activities to play during lunch. Make sure you choose things that everyone on the team could participate in.
* **Go Green:** Give your employees a small desk plant or host a planting party with seeds/starts to let them create something to liven up their workspace.



* **Hall of Fame:** Create a “hall of fame” highlighting all your employees. Be sure to include what you appreciate about them and how they contribute to the team.
* **Leadership Lunch:** Enjoy lunch as a team provided by the leadership. Organize a simple potluck or order pizzas to share. It doesn’t have to be fancy or complicated!
* **Say it With Snacks:** Stock the break room with snacks. Do not forget to include healthy options so everyone has something they can enjoy.
* **Scavenger Hunt:** Divide your team into groups of 3-4 people and send them on a photo scavenger hunt. Go high-tech and use a free [scavenger hunt app](https://teambuilding.com/blog/scavenger-hunt-apps) to collect the photos in real- time. [*Check out this list of scavenger hunt ideas to get you started.*](https://dhr.idaho.gov/team-photo-scavenger-hunt/)
* **Thank You Note:** Write hand-written thank you notes to your team members. Take time to express your genuine gratitude. A heartfelt note is one of the most impactful methods of appreciation.
* **Tiny Trophies:** Find $1 store items that represent things you appreciate about your team, like a flashlight for “*shining in dark situations*” or a whisk for “*whipping up solutions.*”
* **Walking Appreciation:** Schedule a one-on-one walk and talk with someone you want to acknowledge. Make it extra special by walking to a coffee shop and treating them to their favorite drink or healthy treat.
* **You Rock:** Transform an ordinary rock into a fun and thoughtful memento with a little bit of paint and creativity. Create a unique rock for each team member.

# RESOURCES

* [**Public Service Recognition Week**](https://ourpublicservice.org/our-solutions/recognition/public-service-recognition-week/)**:** Public Service Recognition Week is celebrated the first week of May since 1985 (beginning on the first Sunday of the month) to honor the people who serve our nation as federal, state, county, local, and tribal government employees.
* [**NASPE State Employee Recognition Day Guide**](https://www.naspe.net/assets/SERD/2023SERD/SERD%20Guide%202023.pdf)**:** State Employee Recognition Day is an excellent opportunity to express appreciation to state employees at a time when their dedication is even more valued and appreciated.

*Employee recognition efforts do not need to be complicated. Keep it simple and sincere!*

