

Low Cost Recognition Ideas

Consider these easy and cost-effective ways to recognize, reward and celebrate your team members:

Consider . . .	With these Ideas . . .
Showing you really know your team members	<ul style="list-style-type: none"> • Recognize teams and celebrate accomplishments, birthdays, anniversaries and years of service with a cake from Morrisons. When possible, combine multiple celebrations on a monthly basis • Keep your Uteam Rewards and Recognition Toolkit stocked. Allow team members to choose a reward when they demonstrate expected behaviors • Use the Branded stationary from the Manager's store to send a personalized note
Encouraging and supporting high performers to go back to school	<ul style="list-style-type: none"> • Promote the Educational Assistance policy
Knowing what your team members enjoy	<ul style="list-style-type: none"> • Purchase discounted movie tickets from the <u>Uteam Manager's Store</u> • Purchase a small gift for your team member to use in his or her hobby. Purchase these items out of the \$15.00/FTE awarded through Uteam (you will need to purchase and seek reimbursement). Consider using the <u>Uteam Manager's Store</u> • Send your team member a small fresh flower arrangement to recognize his/her work. Use the Auxiliary gift shop
Recognizing team members and families	<ul style="list-style-type: none"> • Buy a small gift for the team member's child • Make a candy or fruit basket for your team member. Use the gift shop or the certificates provided in the Uteam Rewards and Recognition Toolkit
Making meetings more inviting	<ul style="list-style-type: none"> • Provide food and drinks during a team meeting. Refer to <u>Morrisons</u> online ordering form
Giving promotions the fanfare they deserve	<ul style="list-style-type: none"> • Use Urewards items, streamers, festivities
Thinking about little ways to celebrate	<ul style="list-style-type: none"> • Have a party to kick off the changing seasons. Consider pot luck and provide the main dish from Morrisons
Empowering your team to recognize others	<ul style="list-style-type: none"> • Promote peer-to-peer recognition. Develop a system where cards can be given by team members to each other

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<p>Taking advantage of programs, tools and resources</p>	<ul style="list-style-type: none"> • Recommend internal/local opportunities available through <u>UVA Talent Development</u>, <u>Faculty & Employee Assistance</u>, <u>Organizational Excellence</u>, etc. • Give your team member a book on leadership. Consult with your Learning and Development team
<p>Making a team member's work space fun and comfortable</p>	<ul style="list-style-type: none"> • Update the team member's office equipment (e.g., chair, desk, phone, etc.) to allow for more personalization. Use Guy Brown and the <u>E-procurement</u> system for easy ordering with your PTAO • Tie Mylar balloons to the team member's chair. Remember: no latex balloons (in the Health System). You can use the Auxiliary gift shop