

# 5 ways to recognize employees

Only 6% of employees want gifts as a means of appreciation. What most employee recognition efforts miss is that each employee receives appreciation differently—whether that's through quality time, gifts, acts of service, words of affirmation, or physical touch.

Ask your employees how they best feel appreciated, then use these five tips to help your employees feel happy and appreciated:

## 1. Quality time

If your employees value quality time, consider taking them out to lunch, practicing active listening during your conversations, or scheduling opportunities for your team to connect outside of work, such as a happy hour.

## 2. Tangible gifts

If members of your team love receiving gifts, try to personalize your gift-giving. Purchase something related to a hobby, use an employee rewards service to allow them to choose their own gift, offer extra time off for your jet-setting employees, or send a gift card to your more practical team members who would appreciate the extra funds toward home purchases.

## 3. Acts of service

Some of your employees may simply love receiving a helping hand in getting a task done. These acts of service as seen as an expression of caring—rather than a verbal platitude. Look for opportunities to jump in and help your employee with a project, run an errand, or troubleshoot an issue.

## 4. Words of affirmation

For your employees who value words of affirmation, let them know about a job well done or how they've positively impacted their team—either verbally or in written format. Be specific when affirming a positive personality trait or focusing on an accomplishment.

## 5. Physical touch

While uncommon as a means of expressing or receiving appreciation in the workplace, some employees do appreciate a firm handshake, high five, literal pat on the back, or a light touch on the shoulder.

The key to effective employee recognition is getting to know your people and tailoring your rewards to your employees' individual personalities. When it comes to rewards, remember: It's not about what you give—tangible or intangible—but rather the way it makes the recipient feel.

