

Recognition Celebrations

When recognizing team members for their successes, it is important to go beyond simply saying "Good job!" and instead retell the story of their achievements. This practice has several benefits:

- Clearly explaining the actions of the team members communicates what you hope they will repeat, increasing the likelihood of improvement.
- Sharing specific information about the team's accomplishments can boost team members' morale and foster a sense of pride and self-esteem. It is gratifying when others recognize and acknowledge our achievements.
- The story provides a role model for others to emulate. By showcasing real-life examples, it makes exceptional actions seem achievable and inspires others to strive for the same.
- It is important to repeat the story, even in a private, one-on-one celebration. This shows the team member that you are knowledgeable about their contribution, which enhances the authenticity of the recognition.

CELEBRATION OPTIONS

When considering how to commemorate your team's achievements, there are several options available, including:

- **Private Celebration - one on one**
Invite your team members to join you for lunch or a coffee break and privately share recognition.
- **Informal Celebration - all members attend**
At the team recognition celebration, verbally recognize each team member and provide an opportunity for team members to share their appreciation with one another. Additionally, create a festive atmosphere by allowing time for team members to enjoy their preferred foods.
- **Formal Celebration - team members, executives, guests attend**
An executive gives recognition publicly.

Adapted from Miller, Brian Cole. *Quick Team-building Activities for Busy Managers: 50 Exercises That Get Results in Just 15 Minutes*. New York: AMACOM, 2004. Print (page 153)