



Moving Beyond Implicit Bias in the Workplace: Supporting our goals with intentional decision making

How Do You Like Your Recognition?

Directions: Please review the following list of forms of recognition. Check two or more types of recognition that you would value. You may check as many as you like, but check only the one that appeal to you.

- 1. Receive positive verbal feedback at a staff meeting.
- 2. Asked to take on a tough problem or a new challenge.
- 3. Asked to give a presentation on your work at a staff meeting or a company conference.
- 4. Receive positive, handwritten comments in the margin of a document you prepared.
- 5. Invited to a barbecue or dinner party at the home of your boss.
- 6. Given the opportunity to work flexible hours or work at home.
- 7. Get a complimentary dinner / gift certificate
- 8. Given the opportunity to purchase new tools and supplies to enhance your work.
- 9. Have your picture and a story about your work appear in an internal newsletter or blog
- 10. Asked for your opinion on a difficult organizational problem or a new opportunity.
- 11. Given the opportunity to speak about your work at a professional conference.
- 12. Offered the opportunity to learn a new process or in other ways increase your skills and knowledge.
- 13. In a prominent location, have your picture displayed along with either a letter of commendation, a description of your work, or both.
- 14. Ask to help a colleague get started with a project or solve a particularly difficult problem.
- 15. Receive verbal recognition for your work from a senior-level executive at a company forum attended by you and your colleagues.
- 16. A solution that you recommended being implemented throughout the organization.
- 17. A customer sends a letter to your boss praising your work.
- 18. When you ask for help, your boss offers to pick up some of the load directly, share his or her expertise, or obtain outside assistance.
- 19. Receive a t-shirt or mug with your name and indication of your achievement.
- 20. Empowered to make decisions and increase control over your work.

Source: Thiagarajan, Sivasailam. Teamwork and Teamplay. San Francisco: Jossey-Bass. 1999

ETR's Community Impact Solutions Project <http://www.etr.org/cisp/webinars/>

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