

## Self-Survey

### Assess Your Recognition Practices

How are you doing with recognition practices as a leader or as a people manager? Rate yourself on each action below. Total your score at the end to rate your recognition practice.

Note - If you perform all the listed activities all the time, you will have a score of 30.

3 = All the time | 2 = Most of the time | 1 = Some of the time | 0 = Rarely or never

#### RECOGNITION ACTIONS

	Please check the appropriate space to calculate your recognition score.	0	1	2	3
1	I consciously appreciate my team members on at least a weekly basis.				
2	My team has a fair understanding of what behaviors will be recognized.				
3	I utilize a variety of recognition practices.				
4	My team members get a choice in how they are recognized.				
5	I model a culture of recognition by acknowledging the contributions of individuals and teams outside of my function.				
6	I encourage people to participate in team recognition activities and events.				
7	I integrate the goals of the function with the recognition practices.				
8	I sync the teams' recognition efforts with organizational values, competencies, and priorities.				
9	I drive my team to engage in peer-to-peer recognition practices.				
10	I recognize the little achievements as well as the large ones.				
<b>TOTAL</b>					
<b>GRAND TOTAL</b>					

#### TOTAL SCORE OUTCOME

- 26-30 You are an employee recognition pro. Keep up the excellent work.
- 21-25 You are doing well with employee recognition. You have got the basics right and have a solid recognition foundation, but there is always room for improvement.
- 15-20 You are average when it comes to recognizing your employees. Though you aren't failing miserably, there is room for more. You may be missing out on maximizing engagement and connection, so now's the time to commit to making some more intentional efforts around recognition.
- 10-14 There is a lot of room for growth. Chances are good that your recognition efforts are not hitting the mark with your team or aren't happening often enough. Now's the time to start making sure team members feel seen and appreciated.
- 0-10 Consider this check-in as your wake-up call. Your employees are devoid of appreciation. Give them the recognition they need and deserve. It's time to show them that you notice and appreciate their contributions.