

# AFFIRMATION, RECOGNITION, AND APPRECIATION

## KEY ELEMENTS:

MUTUALITY  
RESPECT

## KEYS TASKS

POWER  
FRIENDSHIP  
NEGOTIATION

## ONE MINUTE PRAISING

- ◆ Praise people immediately
- ◆ Tell people what they did right - be specific
- ◆ Tell people how good you feel about what they did right and how it helps all the people in the church.
- ◆ Encourage them to do more of the same

## USING NAMES

- ◆ Use the persons first name when delivering a comment.
- ◆ Greet volunteers by name when you pass them in halls
- ◆ When discussing a volunteers ideas with others make sure you give them credit
- ◆ Acknowledge individual achievements by using volunteer's name when preparing reports.

## PHOTOS

- ◆ Create a Hall of Fame with photos of outstanding volunteers
- ◆ Make a photo collage about a successful project that shows the people who worked on it, its stages of development and its completion and presentation.
- ◆ Create a yearbook to be displayed in the "lobby" that contains everyone's photograph, along with his or her best achievement of the year.
- ◆ Establish a place to display memos, posters, photos and so on that recognize progress toward goals.

## OTHER

- ◆ Ask five people in your area to go up to the person sometime and say "\_\_\_\_\_ asked me to thank you for \_\_\_\_\_. Good Job!"
- ◆ Develop a behind the scenes award specifically for those whose actions are not usually in the limelight.
- ◆ Bring special snacks
- ◆ Cover the person's workspot with balloons
- ◆ Buy the person something they can use for their favorite hobby
- ◆ Gifts: Flowers, Gift certificate, Toys for child, audio cassette, chocolate, limousine ride, symphony tickets, massage, Packer Tickets,