

Pineapple Pro Tip

Sweet Recognition Ideas



1. Put 10 pennies in your pocket each time you recognize someone remove a penny. The goal is to have no pennies at the end of the day. (or use lotto tickets instead and give them to those whom your recognizing.
2. Before an associate's first day, send a letter to their home addressed to the whole family. Welcoming them to your team. Getting snail mail today is VERY exciting!
3. Have lunch or coffee with an associate to find out their story, goals, and dreams. Find how you can help them achieve them. I used to host a monthly "Java with the GM" with selected associates.
4. Have associates fill out a "Who Am I" page on their first day! This way, you know what their likes and dislikes are. Use this for birthdays, holidays, anniversaries, etc. (See Who Am I page in Free-sources!)
5. Invite the associate's family to attend a Huddle to recognize them for a great job or achievement.
6. Give them more responsibility. This might seem like a negative; however, there is no better way to recognize someone than to invest in them. A simple example: You notice the associate doing a great job resolving a customer problem—have them present their best practices at your next Huddle or ask them to be the Problem Free Hotel Champion. Is that *cool or cool?*
7. Set-up special mentor time to help them reach their goals or learn something new.
8. Create a "spotlight" board in the associate areas and highlight a new associate each month.
9. Decorate their work space for their birthday and anniversaries or host a monthly party to celebrate.
10. Here's a real Sweet idea...Know their spouse and/or kid's birthdays and send a card.
11. Put great recognition ideas right into your calendar, so they pop-up and remind you. This will ensure recognition doesn't get lost in the day to day whirlwind.
12. Reward the whole team! Studies show that rewarding an entire team builds everyone's performance.
13. Find a fun trophy, stuffed animal, or figurine that represents awesomeness! Each week the associate who has it gives it to another *Cracker Jack* to keep for the week!
14. Support their cause with a donation to their favorite charity.
15. Here is one that might surprise you, recognize, and celebrate failures! Yup, failures! This way, you will create a safe culture where you support and honor effort, leadership, empowerment, and build TRUST.
16. ***Wear a Crown & Lead from the Heart:*** This idea is the *bomb.com!* Each holiday season I sent a letter addressed to the family of my associate. The letter thanked them for sharing their family member with us, and I detailed their accomplishments from the year. I would include pictures, customer comments, achievements, sales wins, and how valuable they are to our team. At the beginning of the year, I would create a file for each associate, and throughout the year, I would add positive information. This is an intentional investment in your team, and it takes focus and time; however, the appreciation the ENTIRE family feels is second to none. I even recall one of my Bellmen leaving me a tear-filled voicemail the day his family received their letter—and that my friends is *Leading from the Heart!*