

# Employee Recognition and Rewards



## BEST PRACTICES

- 1 Define and approve key performance indicators
- 2 Understand what motivates employees to succeed
- 3 Discuss intrinsic versus extrinsic motivators
- 4 Understand the organizational situation: budget, performance, competing priorities
- 5 Determine and agree upon reward
- 6 Align with organizational objectives and agree upon specific, measurable, achievable, relevant and timebound outcomes

## Intrinsic and Extrinsic Recognition and Rewards

### DEVELOPMENT

Continuing education courses / certificate program with USF  
 Professional Development opportunities  
 Service Teaching Credits for Faculty  
 Stretch Assignments – promote career growth

### WELLNESS

Wellness-massage offers  
 Supplement gym membership  
 Yoga/meditation apps subscription  
 Passion passes (release time) - time to do things they are passionate about

### COMMUNITY ENGAGEMENT

Attendance at USF Foundation community event  
 Placement on Recruiting committees  
 Volunteer drives to promote the committee

### PRESIDENTIAL RECOGNITION

Personal note  
 Meeting/lunch with President & Leaders  
 University and Community wide recognition emails  
 Certificate of Achievement

### MONETARY

Discount or gift card  
 Dining dollars on campus  
 Parking upgrade  
 Tickets to USF Athletic Events  
 Pay for Performance Bonus  
 Spot Bonus

### OFFICE ENVIRONMENT

Office/desk improvements  
 Flexible work arrangements

### TEAM BUILDING

Virtual Luncheon  
 Team building exercises

