

# 11 Key Questions to Drive Appreciation & Recognition in the Team



Ask these questions to:

- understand the levers you can pull to show appreciation and recognize your team.
- learn ways to make your team feel valued.
- know what kind of messaging creates more impact.
- determine how often your team feels gratified.
- encourage a peer-to-peer review culture and create and sustain an inclusive culture.
- appreciate repeated behaviors, set clear expectations and promote company values.

Remember to also take out the time and relay the praise and contributions you've heard from your other colleagues, clients or outside sources.

## 11 Questions to Prompt Your Team to Open Up

1. What makes you feel valued at work? Undervalued?
2. Overall, do you feel recognized for your contributions?
3. How are you being praised in the workplace? What praise have you received recently?
4. How do you like to be recognized? Public forum or privately 1:1?
5. Which is more important to you as a form of recognition: additional autonomy, more time off, compensation, or job title?
6. What type of work or accomplishments do you most want to be recognized?
7. What projects or contributions have you not received recognition for that you thought you should have?
8. Who have you appreciated recently? For what?
9. What can be done to improve appreciation and recognition in our workplace?
10. What do you feel is your greatest accomplishment here?
11. What's something you feel is undervalued that you contribute to the team?



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