

RECOGNITION AND REWARD

BEHAVIOR AND VISION ANALYSIS

<i>Our Current State</i>	<i>Rating Scale</i>	<i>Description of Recognition Behaviors</i>
	10	We live recognition – it is embedded in our culture. Everyone freely recognizes each other through a myriad of recognition vehicles that are in place within the organization.
	9	
	8	
	7	We acknowledge the importance of recognition in our business philosophy. There is a company-driven recognition program in place. In addition, some of us do the spontaneous peer-to-peer thing.
	6	
	5	We are like the rest – there is a formal, company-driven recognition program in place, and most people seem comfortable with it.
	4	
	3	We do a little – the company president gives some awards each year to recognize what we’ve done.
	2	
	1	Recognition? No need to recognize anyone – a true professional knows his or her own worth and doesn’t need someone else talking about it!