What’s your recognition style?

As part of our commitment to the Accenture Way, recognition has become increasingly more important to how we approach and engage our people.

We have seen that there are two key variables in recognition that drastically impact how effective recognition is – frequency and relevancy. In designing Recognition & Awards, we included features to help facilitate increased frequency of recognition behaviors and maintain relevancy to the work that is being recognized.

Think about your own job and the projects to which you are committed. How effective is it to be recognized the day after you complete a deliverable versus months later? Think about longer projects where your engagement, stamina, and even patience, at times, are key factors to the success of the project. How effective is frequent recognition in keeping you motivated throughout a long stretch of deliverables with ongoing demands?

In building our culture of recognition, we believe recognizing your colleagues is key to making our people feel valued and appreciated – which leads to a more successful and engaged workforce. We encourage you to read the questions below to determine your personal recognition style and help you determine if there are any behavioral changes you can make to improve your effectiveness. At the end of the questions, you can score your answers and see where you fall on the frequency and relevancy scale.

1. I most often recognize my colleagues based on:
   a. Overall performance throughout a period of time.
   b. Large milestones, releases, or culminations in a project
   c. One off deliverables or contributions that went above and beyond my expectations
   d. Small achievements which in some way surprised or impressed me

2. I visit Recognition & Awards:
   a. Once a week
   b. Once a month
   c. Once a quarter
   d. Once a year

3. I am a budget holder and I find that by August (skip if you are not a budget holder):
   a. I have enough budget to give a modest amount of points to many colleagues
   b. I have enough budget to giving more points to fewer colleagues
   c. I do not have a lot budget as most of it has been utilized
   d. I have all of my budget until the last week of August prior to expiration

4. I am not a budget holder and I find that by August (skip if you are a budget holder):
   a. I have sent less than 5 recognitions throughout the year
   b. I have not sent any recognitions throughout the year
   c. I have sent between 5 and 10 recognitions throughout the year
   d. I have sent more than 10 recognitions throughout the year

5. When I think about recognition, I generally feel:
   a. It does not matter unless there are points included with the recognition
   b. Only large deliverables or contributions should be recognized, smaller deliverables are expected
   c. Small gestures of recognition can improve how my colleagues feel about their work
   d. I do not have time to recognize my colleagues, just as rarely are my efforts recognized

Results

Here’s how to score your test. Simply add up your score according the following key:

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Total Score 4 – 8

You are aware of the importance of recognition and curious as to your recognition style, otherwise, you would not be here! Thank you for taking this test and answering honestly in regards to your recognition behaviors.

Studies have shown that is not the monetary component to recognition that drives engagement and motivation in employees. It is that employees are recognized frequently and recognized in a way that is relevant to their accomplishments.
Think about how much more effective an immediate recognition to your work affects your attitude towards the recognition rather than a recognition that is sent months later. Whether you are or are not a budget holder, you can help grow our culture of recognition by sending frequent and relevant recognition. Some suggestions include, recognitions based on achieved performance factors through Recognize Performance, a simple thank you through Thank a Colleague or acknowledgement of the demonstration of core values through Core Values. If you do not have budget available, and you feel strongly that an accomplishment warrants a monetary award, try using the new “Request for Monetary Award” feature in Recognize Performance. Click here to learn more (https://recognitionandawards.accenture.com/downloads-and-tutorials)

Total Score 9-11
You have been taking part in Accenture’s Culture of Recognition and we thank you for your efforts. You have given recognitions to your colleagues and are aware of the importance of recognition to engaging our people.

Chances are recognition is more of a special occasion for you than a matter of practice. This is understandable! And, in many cases, it is a special occasion which spawns recognition! Our suggestion would be to consider that special occasions happen more often than not and that you may be able to see these special occasions more frequently. Once frequency is a part of your recognition practices, relevancy is not far behind. These two key factors make the effort that you take to recognize even more effective and more powerful towards engaging and motivating your colleagues.

There is room for improvement and we appreciate your willingness to consider these opportunities.

Total Score 12-16
You are championing recognition and living the Accenture Way. Chances are you have seen recognition positively impact you or the colleagues around you. We thank you for your continued support in growing our culture of recognition. We encourage you to continue to recognize your colleagues and encourage you to support them in their recognition efforts as well.

We would like to put forth a challenge to our top recognizers. We believe it is possible to find at least 1 colleague to recognize per week, whether this be an informal thank you, a performance factor based recognition or a recognition for living Accenture’s Core Values.

That’s 52 recognitions per year! And for that effort we will display a badge on your Recognition & Awards home page and on your People Page. Throughout your recognition journey you will receive a Bronze Recognition Champion badge at 10 recognitions, a Silver Recognition Champion badge at 25 and a Gold Recognition Champion badge at 50 recognitions.

So keep up the great work and get recognizing!