

Questionnaire

For Leaders: Know Your Recognition Style

This questionnaire is to help you reflect on the ways you naturally like to express recognition. Recognition efforts must be authentic to feel genuine and sustainable. Answer the questions below to determine your recognition style and preferences as a leader.

1. Consider an occasion when you were the beneficiary of a truly meaningful recognition experience.

1.1 How were you recognized? What was the recognition for?

1.2 What elements of that recognition experience made it memorable?

1.3 What are the ways in which you replicated that experience with your team?

1.4 Which form of appreciation or recognition style did it represent? (Example: Words of Affirmation, Gifts, Quality Time, Acts of Service, or any other)

Objective Learning from the above exercise: This is significant because we tend to express gratitude or deliver recognition in ways that have personal value for us. If a form of appreciation is our preferred style when receiving it, it will feel most natural to us to give recognition using that language.

2. Consider an occasion when you received a recognition experience that was not particularly meaningful to you.

1.1 How were you recognized? What was the recognition for?

1.2 What elements of that recognition didn't work for you?

1.3 Which form of appreciation or recognition style did this represent? (Example: Words of Affirmation, Gifts, Quality Time, Acts of Service, or any other)

Objective Learning from the above exercise: This is significant because we tend to express gratitude or deliver recognition in ways that are meaningful or have personal value for us. If a form of appreciation isn't our preferred style, we may miss the mark when giving recognition to those who do prefer that recognition form.