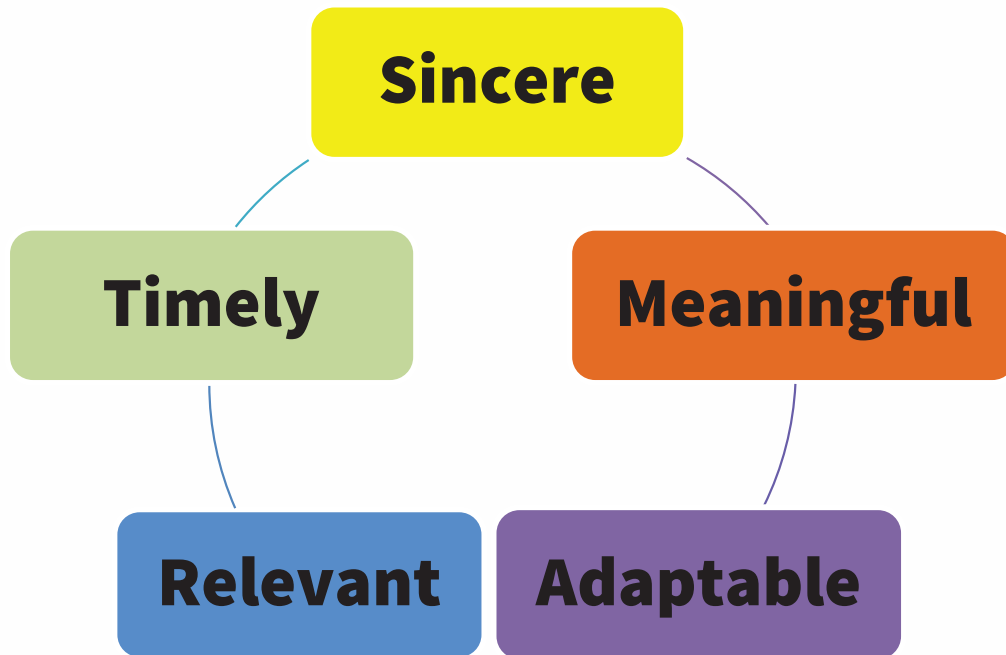


Be SMART with recognition!



- ❖ Be sincere and specific
- ❖ Find out what is meaningful for each person
- ❖ Adapt to the individual
- ❖ Make rewards relevant
- ❖ Give recognition in a timely manner