

Culture of Appreciation Plan

Why do I want to increase appreciation?

How can I connect appreciation to our company culture/brand/values?

What are the barriers to increasing appreciation?

How can I remove these barriers?

Who can help me implement this plan?

What specific things will I include in the plan?

A pre-plan survey

Supervisor training

Rewards/incentives

Reviewing our performance evaluation process

Engaging managers

Adding appreciation to meeting agendas

Starting a “kudos” board

Surprise days off—day after Thanksgiving, birthdays

A six-months in survey

Culture of Appreciation Survey Questions

Use some or all of these questions to create a staff survey using Google Forms or SurveyMonkey.
Have staff rate each question 1-5 so you have a numeric value.

How do you feel coming to work every morning?

Do you feel valued for the work you do?

Did you receive appreciation or recognition from your supervisor in the last week?

Was your latest performance evaluation a fair appraisal of your work?

How satisfied are you with the recognition you receive?

True or False

If I do good work, I know I'll be recognized.

I feel safe at work.

I trust my supervisor.

What forms of appreciation and recognition do you prefer? Choose your top three

Cash

Time off

Verbal thank you

Email thank you

Written thank you

Public recognition

Private recognition

Certificate or plaque

Flexibility

Gift card