



Student Recognition Considerations

Recognition is a way of showing your employees that you notice and value what they bring to the workplace. Student employees have a huge impact on the UBC workplace; bringing fresh ideas, high energy, and a willingness to learn. Taking some time to acknowledge a job well done is a great way to keep your staff engaged and motivated. Below are some considerations for providing effective recognition.

Considerations

- **Timely:** recognition (and corrective feedback) should happen as close to the moment as possible. Providing timely recognition not only results in repetition of the desired behavior but also shows the employee that you are not just giving recognition as an item to cross off your checklist.
- **Specific:** being clear about what behavior you are recognizing adds validity to the recognition and helps the employee know exactly what it was they did well.
- **Ask:** make sure you get to know how your student employee likes to be recognized – some employees prefer to receive their recognition in private while others enjoy public praise. Using a blanket form of recognition can sometimes seem insincere.
- **Tied to goals of unit:** when employees know the impact their good work on the overall goals of the unit, it increases the level of engagement, ongoing quality of work, and a greater sense of belonging to the unit.
- **Small vs. Large:** recognition doesn't have to be a grand gesture (smaller, more frequent acts of recognition can go a long way in making students feel valued than one grand gesture – although, those don't hurt either)
- **Equal access to recognition:** Ensure all students are eligible for recognition – don't show favoritism (if you find that you are consistently giving recognition to the same students; try harder to look for the smaller growth that has happened in other students – it shows that they are still being noticed)
- **Peer-to-peer:** if possible, find ways to incorporate peer-to-peer recognition into the unit/team. Peer-to-peer recognition has been shown to have 35% more of a positive impact than manager recognition alone.