

DELIVERING APPRECIATION

In a survey conducted by Psychology Today, 70% of respondents reported their most meaningful recognition “had no dollar value.” Many identify consistent, face-to-face interactions, particularly between an employee and their direct supervisor, as the preferred platform for providing positive recognition.

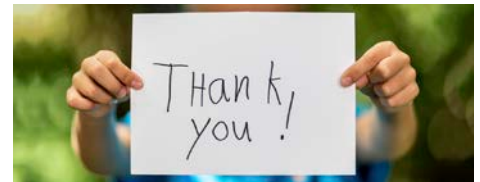
The best recognition is **specific and descriptive**. Sure, any show of appreciation is better than none, but a specific comment is typically more meaningful than a general one.

Think about it. Which would you rather hear from a colleague?

- “Joe, great work today!”
- “Joe, excellent work on that report! The data you compiled was exactly what we needed.”

Next time you want to recognize a teammate for a job well done, **try this formula:**

- **I saw/heard you did** [insert thing], **here’s what it meant for me/my team** [insert impact], **and this is what it says about you** [insert positive trait/what to do more/less of in the future].



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