

# Recognition for Your Remote Workforce

Recognize individuals from all sides, in creative ways

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Great leaders know that there can never be too much recognition given, so long as it's measured, deserved and honest. Recognizing an employee's best work, especially without the convenience of proximity, goes the distance in making them feel valued and develops into other positive workplace outcomes. Remember that effective recognition is SMART - Sincere, Meaningful, Adaptable, Relevant and Timely.

Near or far, inclusive recognition criteria should align with the culture, purpose/mission, and brand of your organization all while reflecting its aspirational identity, to be modeled by others. Be careful when rewarding employees who are not top performers or several employees with the same award. This could adversely affect the motivation of high performers. Transparent standards for awards to help prevent negative reactions.

According to FOND.co, a global rewards and recognition platform, with remote employees "face-to-face recognition is still possible (and more impactful) with technology". Below are a few of their recommendations to help you shape your virtual recognition plans. When distributing gifts with monetary value, do keep in mind that there is a taxable income impact on the employee.

## Recognize Accomplishments Face-to-Face Using Technology

It's quite natural and organic to be able to gather and celebrate accomplishments and milestones while in the same office. Now that many team members are working remotely, you can create that same feel through a virtual group meeting. Ideas could range from inviting special guests from different levels of management or outside stakeholders who have been impacted sharing a few prepared, thoughtful sentences to make them feel special.

## Give Local Gift Cards

Many local businesses across Virginia are struggling due to mandatory closures. The best way to support them is by purchasing gift cards that your employees can redeem locally at a later date. This gives not only a personalized touch to your recognition, but it also helps support their community directly.

## Be Specific

Are there essential specific behaviors that employees are emulating that you'd like to see more of? Reward them, and be precise about what actions you're recognizing as this also encourages other team members to do the same.

## Go Public

Optimally your recognitions should be agency-wide celebrated achievements, if not also public. Utilize a public channel like your agency's website, intranet, or on a "closed-circuit" recognition platform where everyone can view recognitions.

## Don't Wait

Don't wait to reward your employees and don't wait until they are offline. Public recognition immediacy makes your recognition more meaningful and impactful.

## Professional Development

Providing employees professional development opportunities is a creative way to reward and recognize them. Some schedules now allow time to develop long-desired professional skills. Awarding growth opportunities shows your desire to invest in your employees and their future, so take advantage this time by rewarding them with online classes.

## Take Them Out To Lunch ... From Home

Another great way to marry recognition and supporting local communities is by having a virtual lunch meeting. Have a meal delivered to the employee from a local business. This is a great way to support small businesses that are relying on delivery services due to mandatory closures. If employees are outside of a delivery area, or if there are budget constraints have a brown-bag/make at home style event instead and invite special /surprise guests and co-workers to the lunch to celebrate an employee for a job well done.