

DISC Reward and Recognition Guidelines

Providing Reward and Recognition

<p>Reward and Recognition for D's</p> <ul style="list-style-type: none">• Where appropriate, reward &/or reinforce behavior by noting stellar accomplishments.• Omit personal comments and focus on their track record.• Provide recognition in an open forum where others can learn more about their accomplishments.• Note how their accomplishments could benefit them and the organization in the future.	<p>Reward and Recognition for I's</p> <ul style="list-style-type: none">• Provide sincere compliments when successful performance is achieved.• Acknowledge them for encouraging collaboration amongst team members.• Although specific feedback is desirable, providing general praise would be willingly accepted.• Provide recognition in an open forum using a celebratory atmosphere.• Give them the opportunity to speak about their achievement.
<p>Reward and Recognition for C's</p> <ul style="list-style-type: none">• Cite their efficiency, thought processes, organization, persistence and accuracy.• Don't mix personal and professional comments.• Demonstrate sincere appreciation for their work.• Provide recognition in a more private setting.• Avoid exaggeration and vagueness.	<p>Reward and Recognition for S's</p> <ul style="list-style-type: none">• Acknowledge and appreciate their sincere willingness to seek mutual beneficial outcomes.• Note their systematic, low-key, empathetic manner when seeking to accomplish objectives.• Compliment must be specific and genuine.• Provide recognition in a small group environment or one-to-one.• Explain how their accomplishment benefits the team.