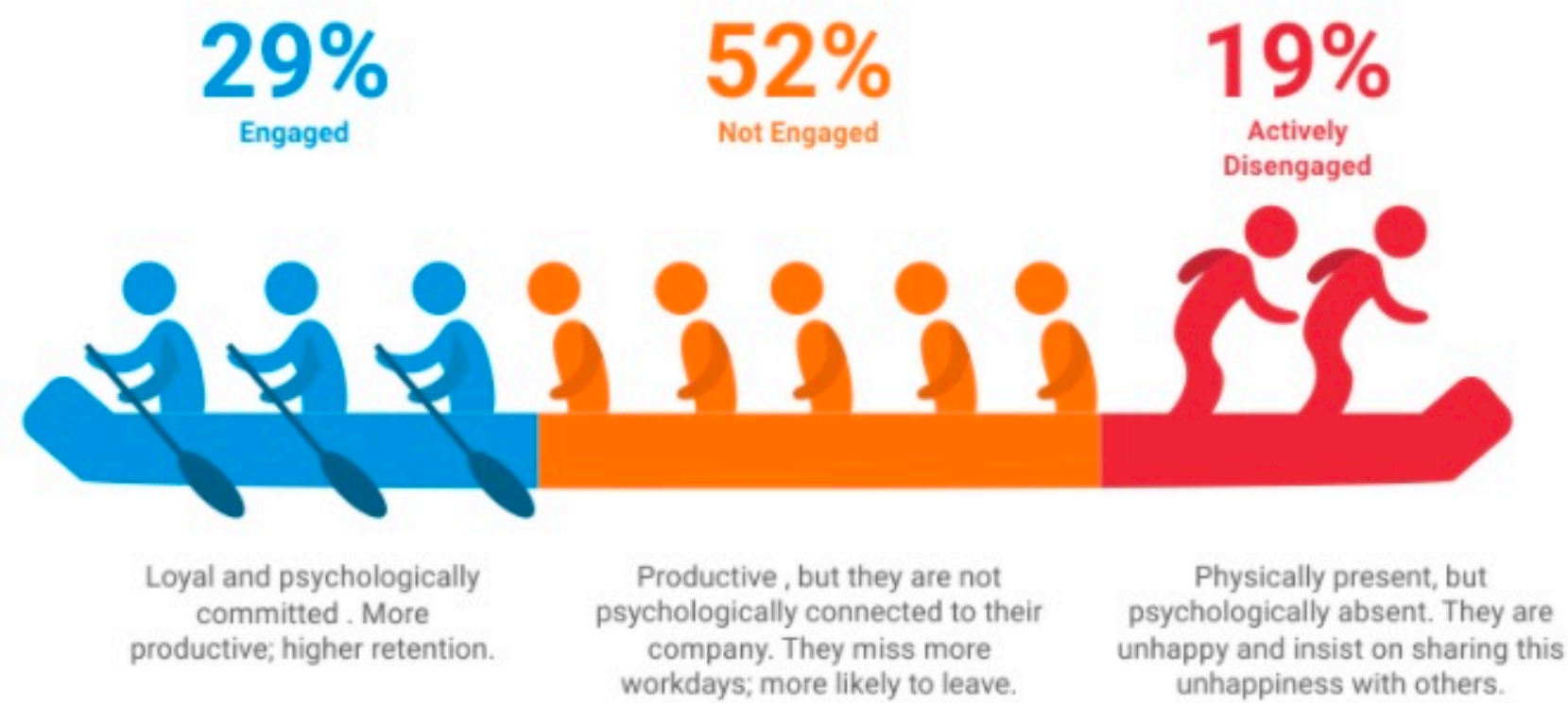


# Work Token

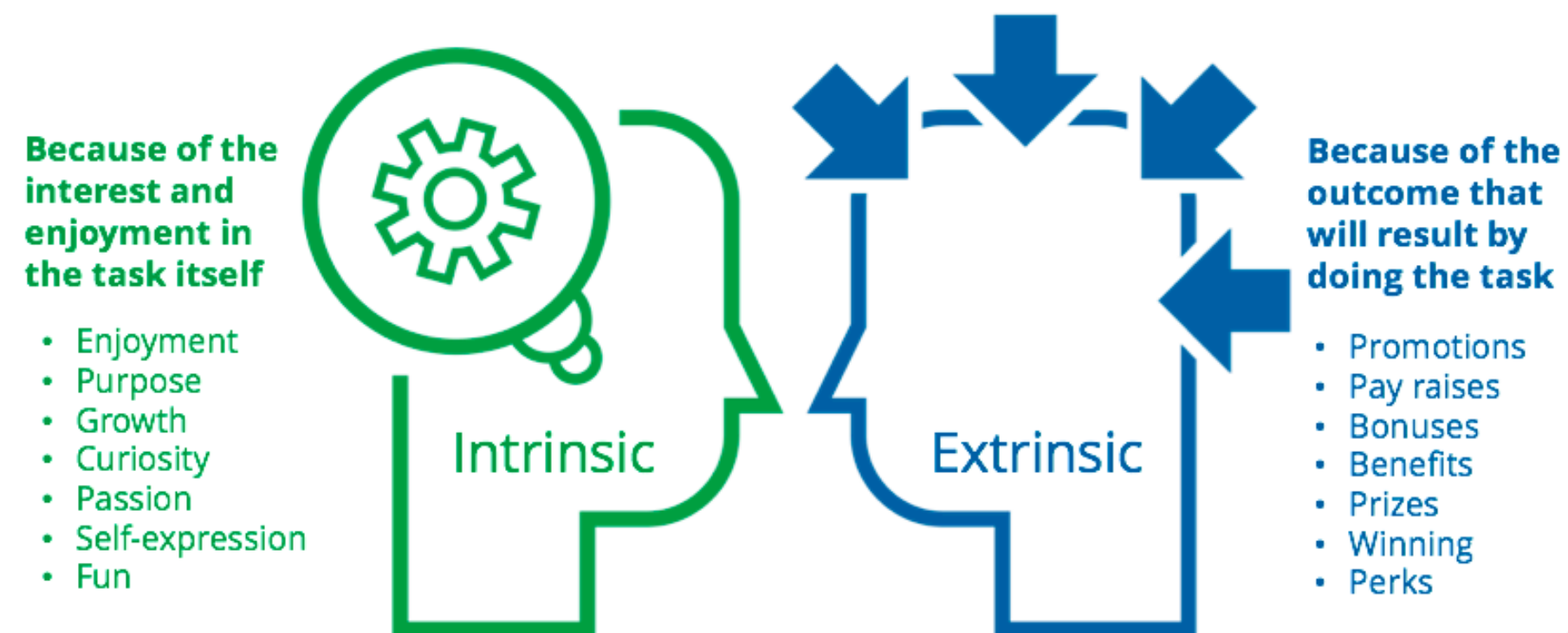
R&R - Trends, Research outcome and Ideas





**Same boat, different engagement.  
Some drive it, some jump off it.**

## INTRINSIC VS. EXTRINSIC MOTIVATION: WHY WE DO WHAT WE DO



Disengaged Employees have



## Employee Recognition Tips

- Timely
- Easy to access
- Easy to use
- Based on Values
- Exceptional Behaviours
- Incorporate all types
- Accessible to everyone
- Have a result
- Gain insights
- Automatic
- Intrinsic Motivation
- Leadership Buy-in
- Start small, think big

## **Rewards & Recognition**

### Pain Points and Observations

- When volunteers are not rewarded, that demotivates them
- Amazon coupons were considered for the RISE Program
- Platform beyond current team circle to showcase talent
- Feature on a newsletter/Intranet
- Volunteering work should be considered during yearly appraisals
- Chance to interact with senior managers of the org. Is a great motivation
- Different rewards appeal differently to volunteers, giving a choice

**Reward and Recognition Ideas  
for Work Token**

