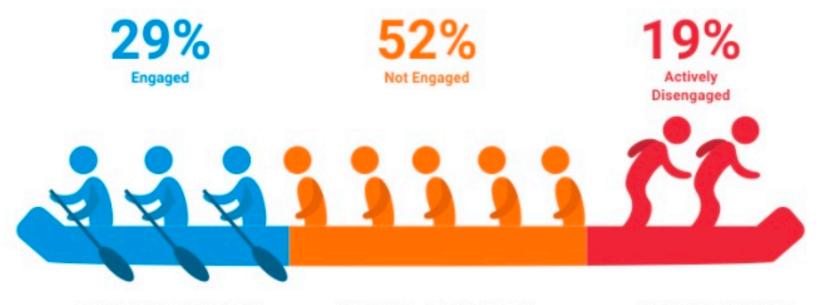
# Work Token

R&R - Trends, Research outcome and Ideas

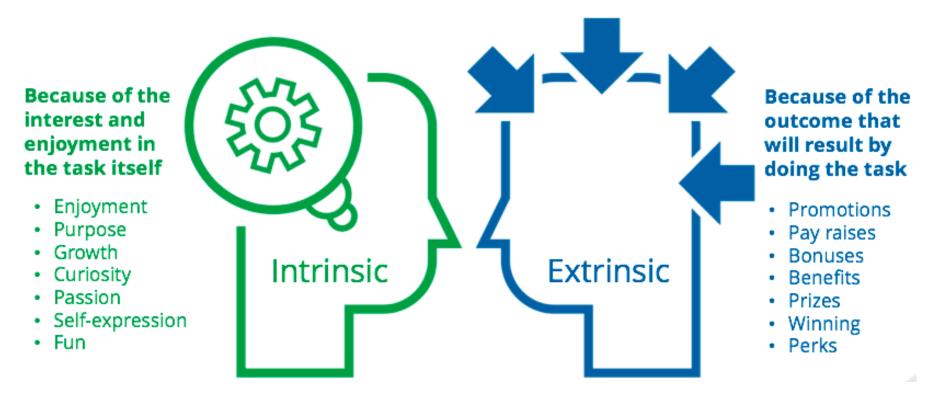




Loyal and psychologically committed . More productive; higher retention. Productive, but they are not psychologically connected to their company. They miss more workdays; more likely to leave. Physically present, but psychologically absent. They are unhappy and insist on sharing this unhappiness with others.

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



