

Continuum

No- or Low- Cost / Admin.



Some- or Higher Cost / Admin.

Informal Appreciation:
for desired behavior and effort
(Daily)

Formal Reward:
for achievement
(Date/Completion)



Demonstrating Desired Behavior and Effort

- Culture of Care notes
- Personal thank-yous
- Verbal praise (public or private)
- Method valued by recipient



Completion of Learning

- Badges
- Professional certifications
- Completion of training
- Diploma, License



Living our Values

- Certificates
- Collaboration
 - Integrity
 - Innovation
 - Excellence
 - Diversity & Inclusion
 - Leadership



Exceeding Individual / Team Goals

- APPM policy
- Procedures
- SCD boundaries,
- Equity/fairness
- Non-cash rewards (flexibility, casual dress, etc.)



Milestone and Annual Awards

- Anniversaries, promotions
- Years of Service, Retirees
- Award Recipients
 - Heroes
 - Excellence
 - Trailblazers
 - Care
 - Leadership



Positive Impact on Mission/ Vision

- APPM policy
- Procedures
- SCD Boundaries
- Equity/Fairness
- \$, referral bonus, share in savings/revenue