



Employee Recognition Certificates celebrate those who make a positive impact on others and help achieve the University's [mission](#).

Use this job aid to help you determine if an individual and/or team should receive a certificate of recognition and then, whether their behaviors exemplify the highest levels in this area to warrant a nomination for an Employee Recognition Award.

Use the links below to send a certificate and/or submit a nomination. Award winners will be recognized at our annual Celebration in April.

WARRIOR LEADERSHIP

HELPFUL LINKS

[Human Resources Consultants](#)

[Send Certificate](#)

[Submit Nomination](#)

[Email Employee Recognition Team](#)

Description – Warrior Leadership (For Outstanding Leadership)

For providing outstanding leadership in achieving exceptional results by motivating individuals, recognizing their talents, and inspiring them to accomplish goals. For leading by demonstrating the University's values in the pursuit of personal and professional growth.

What do Nominees for Warrior Leadership say and do? (Behaviors)

Nominees exhibit a majority of these behaviors*

- Achieve results by setting goals and objectives and promoting accountability
- Model the behaviors and attributes they desire in others
- Positively influence and inspire others to achieve personal and professional goals in support of Wayne State's mission
- Embody and model our values to foster an environment where all are able to thrive
- Instill trust through integrity, consistency, fairness, respect and a genuine desire to see others succeed
- Self-assess and actively pursue and encourage personal growth
- Support diversity, equity, and inclusion in their leadership practices
- Other?

Why does this matter? (Impact on me, colleague, WSU, community)

- This enabled me to achieve a personal and/or professional goal
- This created a high-performing team
- This gave WSU an advantage in attracting/retaining talented people who want to work with this person/team
- This elevated Wayne State's presence by contributing to Detroit's resurgence and/or community improvement
- Other?

Nomination Format

"Cody (person and/or team) did/said _____(behaviors), which allowed _____ (positive impact for me, team, WSU, local/global community)"

Example Nomination

"[Name] is a person I would follow to another company to be able to continue working with her. She shows trust in others by setting high standards for herself first and sharing these as expectations (not demands) that she has faith in you to achieve. She shows courage and the ability to be vulnerable because she admits when she makes a mistake or doesn't have an answer. A great team begins (and ends) with leadership. [Name] makes WSU stronger – she leads by example."

*Think "Quality" not just "Quantity."

Reflect on how strongly this person and/or team exhibits the behaviors above and the nature of the positive impact on others to decide if they should receive a certificate of recognition only or are also deserving of an annual award. While nominees at this level of excellence typically 'check off many boxes,' the *quality* of two or three behaviors or a broader impact could be as important as the *quantity* of boxes checked.