



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 TRAILBLAZERS

HELPFUL LINKS

[Human Resources Consultants](#)

[Send Certificate](#)

[Submit Nomination](#)

[Email Employee Recognition Team](#)

Description – Warrior Trailblazers (For Outstanding Innovation)

For creating outstanding innovation that positively impacts the Wayne State community by demonstrating the courage to implement new things that result in improved processes and a better customer experience.

What do Warrior Trailblazers say and do? (Behaviors)

Nominees exhibit a majority of these behaviors*

- Develop and help implement new processes or products that solve problems, improve service quality, or streamline processes
- Think 'outside the box' and challenge the status quo
- Show courage and perseverance by trying new things and learning through both failure and success
- Foster an environment where individuals feel safe exploring opportunities and taking thoughtful risk
- Have a relentless curiosity that inspires others
- Other?

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

- This led to a new team process that decreased costs or streamlined a process
- This created new revenue opportunities for WSU
- This motivated me to champion a new idea
- This helped to build WSU's reputation as a thought leader
- Other?

Nomination Format

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

Example Nomination

"Not only does [Name] come up with new ways of doing things, she doesn't have to own everything about her ideas. She gives people credit and involves them with a genuine 'we can do this' attitude. I think of her as a 'team entrepreneur' because people trust her, so they're willing to take a risk to try something new. She entered her idea (to create volunteer projects) as one of the Bold Moves initiatives, and although it did not win, we adapted it for our team and now come up with pieces of our projects that could incorporate a volunteer role. This saves costs and develops relationships that can lead to long-term opportunities."

****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.