



Creating Connection Series: Appreciation & Recognition Worksheet

Consider your current appreciation and recognition strategy and activities. Are most/all of your volunteers/volunteer roles included in that strategy? Which roles/volunteers are not well represented. How might you diversify and personalize recognition activities in your organization?

Consider both the 5 Appreciation Styles adapted for volunteer engagement and the Pyramid slides. Where do your current activities fall? When you think about the roles/volunteers that are not well represented in your current strategy can you find additional styles/activities that may better include those roles?

Appreciation and recognition is not just about giving things to volunteers. How you might you start to incorporate some of the other appreciation styles? Is there an opportunity to include strategies and activities that require time and energy rather than cost money? Who else could/should be involved in these activities?

Too often we get focused on a tangible thing that we can give to volunteers to show that they are appreciated, but budget/cost show up as a barrier. You can invest in your volunteers and in the relationship they have with your organization in other ways. Time is also a valuable resource and may be in short-supply – paid staff and volunteer staff can also be engaged in planning and delivering on recognition and appreciation strategies and activities. (Don't forget to thank and appreciate those people too, though!)

Designing and implementing appreciation and recognition activities should also include evaluation and feedback. If events/activities are not well attended volunteers may be “voting with their feet”. If gathering feedback hasn't been easy in the past, consider how else you might be able to solicit this information. Consider *who* else might be better suited to gather this information?

Whether you're conducting satisfaction survey or having casual conversations (I would suggest both!) you want to strive for honest, authentic feedback from your volunteers. If your organization has a history of asking for feedback but not responding, volunteers may be hesitant to participate. You may need to consider a more nuanced and high-touch approach. You may also want to consider engaging other volunteers to lead this type of feedback work.