



# Worksheet 5g.A1

## Competency: Personal Leadership—Way to Go!

### Rewards and Recognition Plan

#### Part I:

Think through each step for your employees and record information in the table.

Steps	Employee 1	Employee 2	Employee 3
<b>Step One:</b> Figure out what outcomes each employee values			
<b>Step Two:</b> Determine what kinds of behavior you want			
<b>Step Three:</b> Make sure desired levels of performance are achievable			
<b>Step Four:</b> Link desired outcomes to desired performance			
<b>Step Five:</b> Analyze the situation for conflicting expectations/reward			
<b>Step Six:</b> Make sure changes in outcomes are large enough			
<b>Step Seven:</b> Check the system for equity			

#### Resource:

Nadler, D., & Lawler, E. (1970). Motivation: A diagnostic approach. *Perspectives on Organizational Behavior*. New York, NY: McGraw-Hill.



