



Employee Appreciation Questions

- **What is it?:**

Employee Appreciation questions are a set of questions to help you as the manager better understand what appreciation looks like to the employee. Some employees like to be publicly appreciated; others want to a quiet thank you. What's critical is understanding what each one wants to feel appreciated and valued.

- **Why do you need one?:**

Understanding appreciation helps the leader understand what's important and ultimately helps increase engagement and lower attrition.

- **How do you use this one?:**

Fill in each of the boxes to the best of your ability. Then refer to it often as you deal with that individual to make sure you are appreciating them the way they want to be appreciated. You can revisit the questions with them annually.

TEMPLATES



Employee Appreciation Questions

- Are you satisfied with the amount of recognition you receive at work?
- What benefits do you value most?
- Do you feel valued at work?
- What do you feel is the type of behavior that is recognized in this company?
- What achievements deserve recognition in your eyes?
- What type of recognition and rewards do you want most?
- Are employees recognized fairly in this organization?
- Are you awarded appropriately for reaching important milestones?
- How can I improve my recognition of you or our team?
- How frequently do you give recognition?
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Sample list, please add or delete to make this list your own.

