

## RECOGNITION OF VOLUNTEERS

### **ACKNOWLEDGEMENT:**

Acknowledgement is a critical form of recognition that is so simple we tend to neglect its importance and use. It can be obtained through a glance, an introduction or a handshake. Show sincere interest in your volunteers as individuals. Give them your undivided attention when talking to them.

### **FEEDBACK:**

Feedback is a form of recognition that we use constantly, although few of us fully understand its tremendous impact upon individual behavior. In volunteer organizations two excellent feedback formulas are the personal and the event evaluations. Such evaluations are the most neglected—if not totally ignored—part of the programming process. Praise and criticism are also important elements of feedback. Both should be sincere and specific.

### **PERKS:**

Perks are additional benefits and rewards for being a volunteer in a specific organization. Some of the most common perks are passes/free tickets to events, use of office facilities for study, attendance at regional or national conferences.

### **KUDOS:**

Webster's Dictionary defines kudos as "credit or praise for an achievement; glory; fame." In volunteer organizations we use the term kudos for those generally public "thank you's"—certificates/plaques, volunteer awards, notes of appreciation, public acknowledgements, etc.

### Sources:

Dennis Pruitt, "Volunteer Recognition," *Programming*, September, 1983

Cynthia Thero, "*Can I Help? A Practical Guide to the Care and Feeding of Volunteers,*" Denver: The Source, 1989

Valerie J. Wetzel, "Recipes for Recognition," *Programming*, March 1988