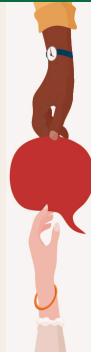


Building a Culture of Appreciation in the College of Medicine

Research shows that when people feel...

RECOGNIZED AND APPRECIATED they:

- engage with their work and colleagues
- have better working relationships
- have increased job satisfaction
- are more productive and efficient
- are more likely to stay in their role



UNRECOGNIZED AND UNAPPRECIATED they:

- disengage from work and colleagues
- lack passion and energy
- are unhappy
- may be absent more often
- are more likely to leave their role

How can you promote a culture of appreciation within your team?

- Include \$ in budgets for awards, gifts, events, etc.
- Implement a standing meeting agenda item for recognitions & thank-yous
- Include in committee terms how the group will be recognized and celebrated
- Book 15min each week in your calendar to send a few personal thank-yous
- Make note during annual reviews of actions that deserve recognition
- Be SPECIFIC & TIMELY when sharing a recognition
- Think about people behind the scenes who may not often get recognized
- Use the new [CoM Appreciation Alert](#) to recognize your colleagues
- Aim to nominate 1-2 colleagues each year for an [award](#)



Finally, give yourself a little appreciation!

While it is important that we be recognizing our colleagues, we may find we compare ourselves in the process and disregard our own accomplishments. As [Dr. Loleen Berdahl suggests](#), add “Today’s Accomplishments” underneath your to-do list or in your daily planner and take 5min at the end of the day to jot down your small wins. If this feels too self-focused, remember that appreciating our own wins primes us to be more cognizant of the accomplishments of others!

Contact [Erin Prosser-Loose](#) for assistance with faculty and staff recognition and awards.



UNIVERSITY OF SASKATCHEWAN
College of Medicine
MEDICINE.USASK.CA

