



HSE recognition

Recognition on the job

Recognition is a motivating factor that stimulates people and makes them want to do their best. It instils a sense of commitment that inspires people to aim for high standards of performance, including in the area of HSE. Recognition can be expressed by one's company, by one's manager and even by one's colleagues.

Expectations in terms of recognition in HSE vary from one person to the next, but by looking at general factors of well-being at work, recognition criteria can be identified that will satisfy most people.

“ THAT IS HELPFUL ! ”

I thank my colleague for his work and explain how helpful it is.

“ THAT'S A GOOD JOB ! ”

I am telling my colleague that the work he has just done is a good example of his profession's expertise.

“ THAT'S JUST LIKE YOU ”

I am complimenting my colleague on a skill he has demonstrated in the fine work he has done.



When should recognition be given ?

Examples of when...

- In daily exchanges between colleagues,
- In a department, division or site team meeting,
- In the site visit by a manager,
- In the presence of a distinguished visitor,
- In a special moment during a ceremony



How to give recognition ?

Examples of how

- Congratulate those who deserve it and explain why their actions are remarkable
- Mention those who are commendable and in what way,
 - Organize friendly discussion times (coffee-break, lunch etc.) in which you congratulate people and comment their accomplishments

Verbally

- Present those who have deserved it written congratulations in a letter from their line management

- Give an award: a trophy or a company gift,
- Make a special point of specifically mentioning, in meetings and ceremonies, those who have been pro-active in their actions and behavior,
- Feature people in communication media: in-house journals, intranet, posters,

More formally

- Formalize recognition in the annual performance review,
- Implement qualifying training.