

## Employees Are Our Greatest Asset

Our employees possess the skills, expertise and experience needed to provide Nova Scotians with high-quality services. That said, the Government of Nova Scotia is committed to recognizing employees for their achievements made in support of business objectives, client service and dedication to public service. Remember, achievement and effort come in all sizes – and so should the form of recognition.

Recognition is a tool that can be used by departments to reinforce, recognize and promote desired employee behaviours and performance, and provide employees with positive and consistent feedback. This can be done by simply saying ‘thank you’ or ‘well done’ in response to a specific behaviour or by recognizing an employee through a formal award program. Employee recognition programs contribute to more supportive work environments that best utilize an individual’s potential, and better position government to attract and retain the committed, skilled and accountable employees it needs to meet future talent needs. The most effective and sustainable employee recognition programs combine both formal and informal activities.

It is recommended that your department design a variety of formal and informal awards and activities – each targeting different values, and business priorities. It is important to keep in mind that not every activity will be meaningful to every employee but by offering a variety of awards, you are more likely to affect more people in a meaningful way. Different activities will appeal to or motivate employees differently and offering a variety of recognition activities will be more interesting and exciting for employees.