## Exercise #10: Non-Cash Based Incentives that Will Motivate Employees

There are 2 parts to this exercise. Part 1 deals with creating a team based paperweight (or other) gift.

Part 2 deals with creating a customized gift or award for 1 specific employee.

There will be plenty of internet links as resources for you in this exercise.

**PART 1: TEAM BASED RECOGNITION AWARD:**

All you need to do is browse these 20+ websites and think about ideas for a team based glass tombstone paperweight gift:

1. <https://www.edco.com/employee-recognition-awards?source=8442287889&gclid=CjwKEAjwl_PNBRDcnobn1dvCk1ESJADimmVFXJ6_BF-6-PrwuLFJiqFVFTmu2evkx0ilyfLeE0CGYRoCmdLw_wcB>

2. <https://www.crownawards.com/Scholastic.Crystal_Awards.Signature_Crystals/GLOBK.html?cgid=SED&gclid=CjwKCAjwl_PNBRBcEiwA4pplRa4NrSQZH3ues5cUJNpM7kh6OxMYTOnw7cNtZMiIeO79zbjBLiEDnxoCRaoQAvD_BwE>

3. <https://www.anypromo.com/office/paper-weights/gold-bar-paperweight-p698952?utm_source=PLA&utm_medium=PC&utm_campaign=698952&s=1&glppc=1&gclid=CjwKCAjwl_PNBRBcEiwA4pplRXg0FW-vLkE69pcW6nZNYJwlQIacyMevylcHx2h77jhBiIsXxW_AvhoCYkMQAvD_BwE>

4. <https://www.4imprint.com/paperweights>

5. <https://www.crownawards.com/StoreFront/7HW.Crystal_Paperweights.cat?gclid=CjwKCAjwl_PNBRBcEiwA4pplRfU0GczQIEk3F4SZiy9p8MWxPEhaDpLtL5aJdXhCvT_WANoUXi3ymhoCnNAQAvD_BwE>

6. <http://www.personalizationmall.com/Search.aspx?searchStoreID=3&searchString=paperweight&sortBy=4&did=39291&wordID=154643926300&gclid=CjwKCAjwl_PNBRBcEiwA4pplRSEJwAKnh92xmAzfk3ymd9amiwltr1dY3jCHG0_8woGB1gM8xBjy4hoCUw8QAvD_BwE>

7. <http://www.plaquemaker.com/gifts>

8. <https://www.recognitionsource.com/collections/paperweights?page=1>

9. <http://www.adcomarketing.com/category/paperweights-custom.aspx>

10. <https://www.epromos.com/paperweights-desk-accessories/_/N-11575>

11. <https://www.ibawardstore.com/?_vsrefdom=ppc&gclid=CjwKCAjwl_PNBRBcEiwA4pplRefrcSsj2kPg6IGCI7mtaT_ChVZ0mcYHsNL2Ir1mAp477pNCnvtBVhoCWC8QAvD_BwE>

12. <http://www.lucitetombstones.com/acrylic_paperweights.htm>

13. <https://www.shutterfly.com/photo-gifts/paper_weight#!/>

14. <https://www.etsy.com/search?q=custom%20paperweight>

15. <http://lucitesandwich.com/ProductResults/?referrerPage=Home&refPgId=502509330&SearchId=4042&PCUrl=1>

16. <http://www.abetteridea.eu/lucite-financial-acrylic-tombstones-lucite-embedments-a-encasement-awards-cubes-rectangles-a-desk-paperweights>

17. <http://www.awardsideas.com/?gclid=CjwKCAjwl_PNBRBcEiwA4pplRQrwedGJz1N8TjSHD8eDe_Hx-9c5NkyddfgpWXY-DouEieCdXTXKzRoCpDYQAvD_BwE>

18. <https://www.crownawards.com/StoreFront/ACL.Acrylic_Awards.cat?src=GGLAYAW14&gclid=CjwKCAjwl_PNBRBcEiwA4pplRXR-KSbksSNvD-8qzN0_aiPGZAdKyXclLs5zvJnEKy16elyD6FjDYxoCLTcQAvD_BwE>

19. <https://www.4imprint.com/tag/136/Awards-and-Recognition/t/590?gclid=Cj0KCQjwub7NBRDJARIsAP7wlT-NL-0hVjERS4R-7ZwYatN68nD0eCr6ZTfoSWEKmUzWkM5xkJ951g0aAnsrEALw_wcB&mkid=1ofc1_02_001&s_kwcid=AL!4167!3!173262005266!b!!g!!%2Bcustom%20%2Bpaperweights&ef_id=Vc6PGgAABZfSBFRA:20170906175942:s>

20. <http://incentiveusa.espwebsite.com/ProductDetails/?productId=5857177&tab=Tile&ProdSetIds=10340&referrerPage=ProductResults&refPgId=515544121&referrerModule=PRDREB>

21. <http://incentiveusa.espwebsite.com/ProductResults/?ProdSetIds=12>

**SIDE NOTE OF A GREAT HEALTH GIFT**: Keeping Employees happy makes them way more motivated and productive. 1 unhappy employee can destroy a team. This is why giving free gym access is a huge investment for your team.

**Optional Comments / Ideas For your Team’s Glass Paperweight/Tombstone/Other Gift:**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**PART 2: INDIVIDUAL CUSTOMIZED AWARD:**

Part 2 deals with creating a customized gift or award for 1 specific employee.

In this exercise, if applicable and if appropriate, write down as many of characteristics of this person, including the following:

Their hobbies:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Year of birth:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Favorite sports team:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Favorite athlete:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Favorite movie:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Favorite author:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Favorite musician:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Favorite superhero:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Favorite food:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

~~Favorite boss~~ [ok that one was a joke]:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Qualities of this person: for example, perseverance or they love challenges:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Other favorite characteristics of this person:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Now think about what you can give this person from you and your team that has some of the aforementioned qualities in order to show how much they are appreciated.

**Optional Comments on Gift Ideas:**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_