

1) DRIVE PRODUCTION

- a) Ability to complete deliverable; defined work that has completion
- b) Assignments that are a mental challenge
- c) Challenging assignments
- d) Clearly defined results showing completion
- e) Compliment quality and timeliness of deliverable
- f) Deliverable development
- g) Determine preferred types of assignments [technical, functional]
- h) Gate checks
- i) Idea planner
- j) Involve in project planning
- k) Make beginning plan
- l) Opportunities to handle specific aspect of implementing a product
- m) Research/investigation
- n) Sense of accomplishment and learning
- o) Tight timeline

2) DRIVE CONNECTION

- a) Allow team member face time w/superiors
- b) Assign person coordination of bringing guest to team meeting
- c) Assigned high profile projects
- d) Assignment to plan team
- e) Become team face to workforce
- f) Become team face w/superiors
- g) Being given assignment w/one or more team members to jointly solve
- h) Delegate communication tasks to team members
- i) Encourage direct communication w/people rather than me being go-between
- j) Existence of engage team
- k) Give tasks to involving team communication or coordination
- l) Global groups and teaming
- m) 'Going green'
- n) Idea planner
- o) Large complex projects
- p) Make mouth piece of meeting/conference call
- q) Meeting and final reward
- r) Opportunities to be involved with project planning
- s) Opportunities to present material or lead 'home' team meeting
- t) Organize team building
- u) Performance, praise, and acknowledgement
- v) PR
- w) Present status update to groups
- x) Project update presentations

- y) Provide project updates
- z) Relationship building
- aa) Satisfied customer
- bb) Team games and activities
- cc) Thank you for helping others

3) NEED STABILITY

- a) Assign resources to single focus on project [i.e., manage requirements, issues, etc.]
- b) Assign specific task -> begin to end
- c) Assign specific tasks in limited focus area
- d) Day-by-day task list w/priorities
- e) Employee vs. contractor
- f) Get team member buy-in for assignment
- g) Give concurrent tasks
- h) Minimize conflict and distractions
- i) New hardware conversion
- j) New software install
- k) remove obstacles or distractions
- l) Take time to clearly define tasks for person
- m) Write down tasks/minutes

4) NEED VARIETY

- a) Being given a relatively complex problem to have free reign to address
- b) Varied development opportunities as integral part of job
- c) Work on assignment not related to a project departmental assignment
- d) Rotate tasks
- e) Moving to different types of projects; different industries /technologies
- f) Variety and autonomy managing people
- g) Learn new skills
- h) Multi-tasking, multiple objectives
- i) Small task management
- j) Project assignment variety
- k) New or many things to work on
- l) Production/project manager
- m) Put map together with everyone's status on project
- n) Knowledge
- o) Multiple projects at one time
- p) Support many department's developments

5) INTERNAL REWARDS

- a) A clearly defined career path
- b) Acknowledgement of a good job from peers
- c) Acknowledgement of team members' achievement on company intranet
- d) Announced praise
- e) Assign person to interface to customer
- f) Attaboy'-recongnition for job well done
- g) Being told I did a good job

- h) Birthday Spam-HR announces b-day, b-day person sends 'spam' to entire company w/fun link, website, etc.
- i) Bring in food for celebrations
- j) Career planning
- k) Certificate of recognition
- l) Considered for other 'new' projects
- m) Contest for completing something first
- n) Customer recognition/respect
- o) Developmental assignments
- p) Dress-down day[s]
- q) Employee of the month parking space
- r) Executive appreciation
- s) Get to present/meet w/project sponsor
- t) Group dynamics
- u) High profile project or assignment
- v) Internal training, promotion
- w) Leadership opportunities
- x) Leave two hours early or come in two hours late
- y) Management [including PMs] that recognize work of team members
- z) Mention in newsletter
- aa) Mentoring/coaching
- bb) Monetary reward, verbal recognition
- cc) Opportunities to be in charge of handling the operation doing the work
- dd) Parking space assigned
- ee) Peer recognition/respect
- ff) Positive feedback from customer of manager on job well done
- gg) President's ring of honor
- hh) Primo project assignments
- ii) Project logo hats, shirts, call-out
- jj) Project logos, t-shirts
- kk) Provide praise during team meeting for task well done
- ll) Recognition
- mm) Recognition
- nn) Recognition for achievement
- oo) Remote [work at home]
- pp) Responsibility
- qq) Satisfaction of working with team
- rr) Team members who voluntarily compliment you in team meeting
- ss) Team outings
- tt) Team recognition
- uu) Thank you emails of a job well done
- vv) Training
- ww) Training for new technologies
- xx) Training on new technology
- yy) Unique project assignments
- zz) Variety of work
- aaa) Weekly/monthly team trophy

- bbb) Work space upgrades
- ccc) Write personal bio

6) 6) EXTERNAL AWARDS

- a) Ability to work extra, do personal items when needed [mix personal w/business]
- b) Bonus
- c) Bonus, comp time, gift cards
- d) Bonus/raise
- e) Bonuses
- f) Day off w/pay
- g) Education
- h) Extra vacation days
- i) Flex hours
- j) Flex time
- k) Flex time
- l) Flex time, bonus, extra vacation
- m) Flex time, bonus, extra vacation
- n) Flex time, bonus, extra vacation
- o) Free meals
- p) Free parking in garage
- q) Gift card [\$50]
- r) Gift cards, days off, comp time, gold outings, work from home
- s) Gold outing
- t) Incentive compensation
- u) Job promotion
- v) Level of confidence that employment is steady
- w) Long lunch, early out, late arrival
- x) Lunch
- y) Money [more]
- z) Money [travel out of country]
- aa) Not travel [work local]
- bb) outside training classes
- cc) Pay raise/bonus
- dd) Preferred parking space
- ee) Preferred parking space
- ff) Retreat just for fun
- gg) Special bonus for team at project completion [surprise]
- hh) Special home-cooked meal brought in
- ii) Time off
- jj) Time off, money [bonus]
- kk) Time off/dinner/lunch
- ll) Vacation days [extra]
- mm) Work at home
- nn) Work from home
- oo) Work from home
- pp) Work at home
- qq) Year-end bonus
- rr) 'You will have a job. Stop worrying.'