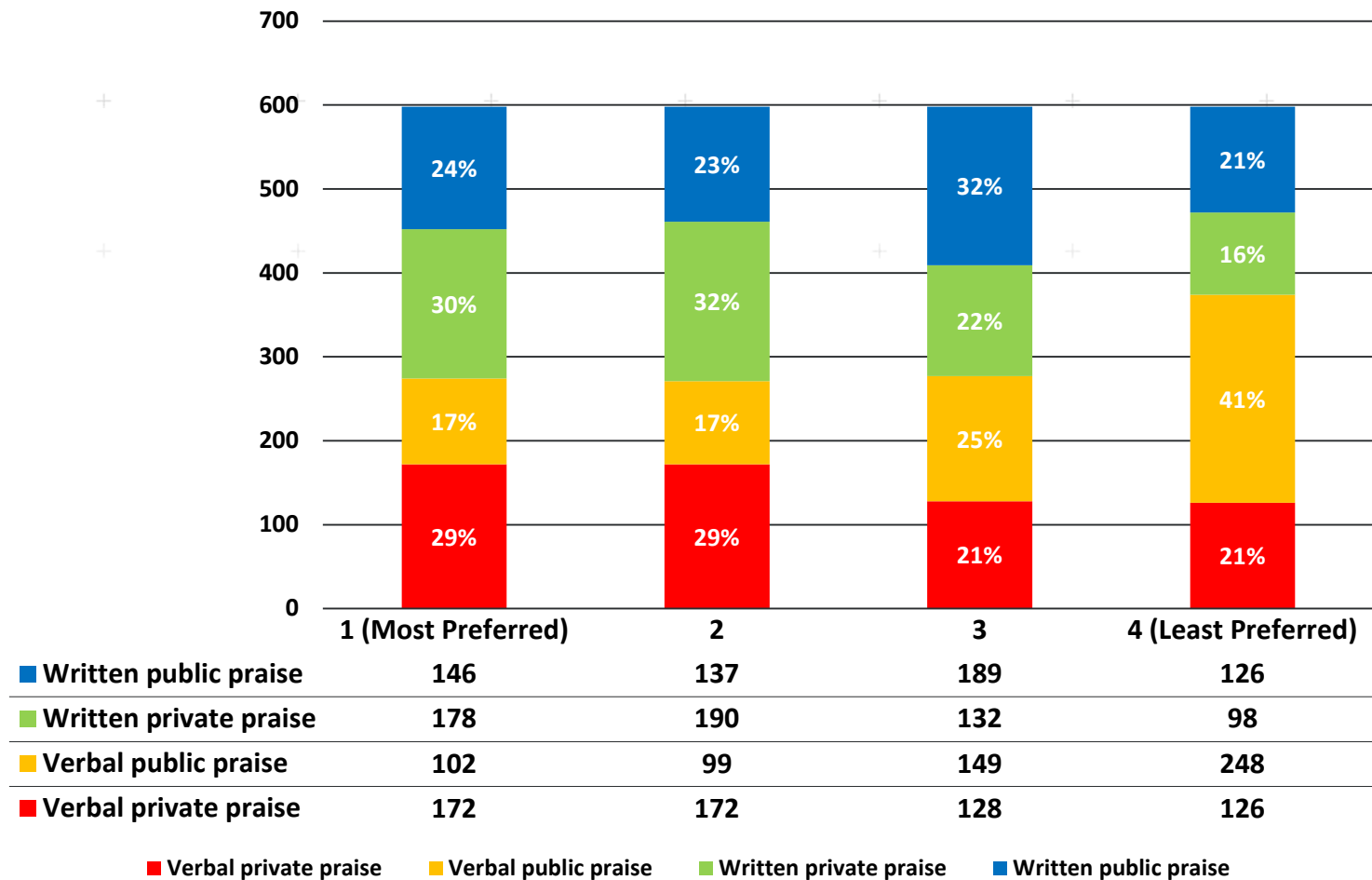


# Non-Monetary Recognition Survey Results





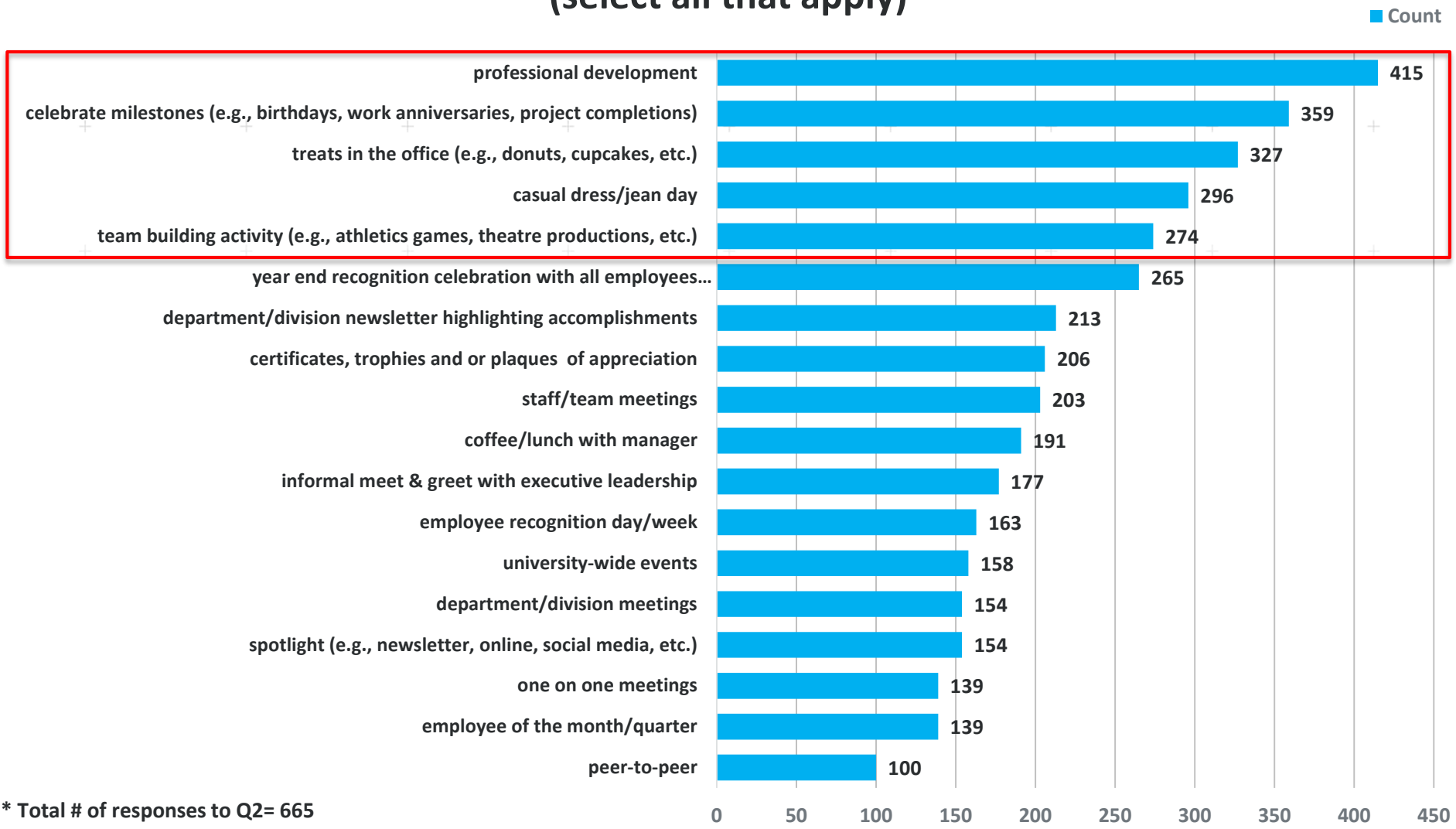
## Q1 - In what settings do you prefer to be recognized for your accomplishments? (1 being the most preferred)



\* Total # of responses to Q1 = 598

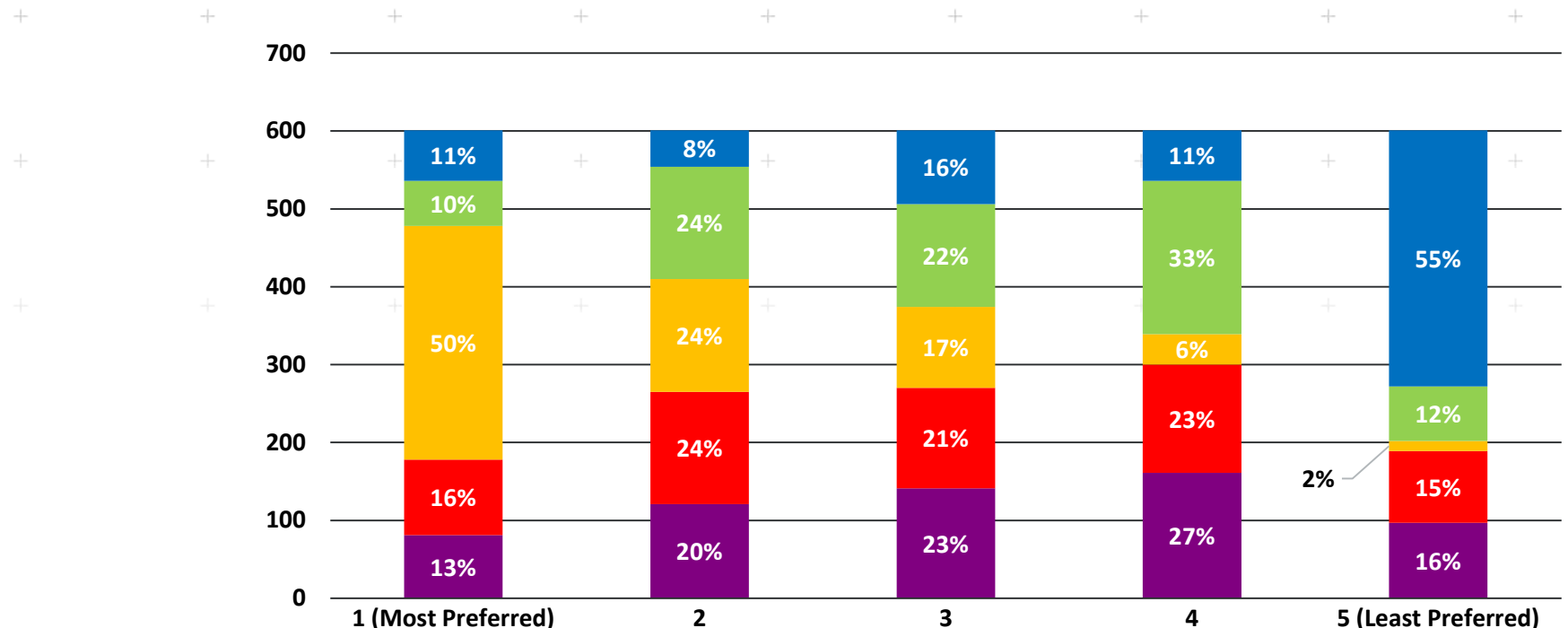


## Q2 - Which of the following recognition ideas are meaningful to you? (select all that apply)





## Q3 – Who would you prefer to be recognized by? (1 being the most preferred)



	1 (Most Preferred)	2	3	4	5 (Least Preferred)
■ Clients	65	47	95	65	329
■ Peers/peer groups	58	144	132	197	70
■ Direct manager/supervisor	300	145	104	39	13
■ Dean/VP	97	144	129	139	92
■ Executive level leadership	81	121	141	161	97

■ Executive level leadership ■ Dean/VP ■ Direct manager/supervisor ■ Peers/peer groups ■ Clients

\* Total # of responses to Q3 = 601



# Open Ended Questions

Q4 - What additional ideas do you have for non-monetary employee recognition?

- **Themes**
  - 3 or more mentions
  - Consistent with focus group feedback

- **# of comments (excluding N/A or None)**
  - Q4: 240 Total
  - Q5: 167 Total

Q5 - Do you have any additional comments or thoughts we should consider as we develop a strategy for non-monetary employee recognition at DePaul?



## Q4 - What additional ideas do you have for non-monetary employee recognition?

Time Off

Telecommuting/  
Working from  
Home

Recognize  
employees  
with perks

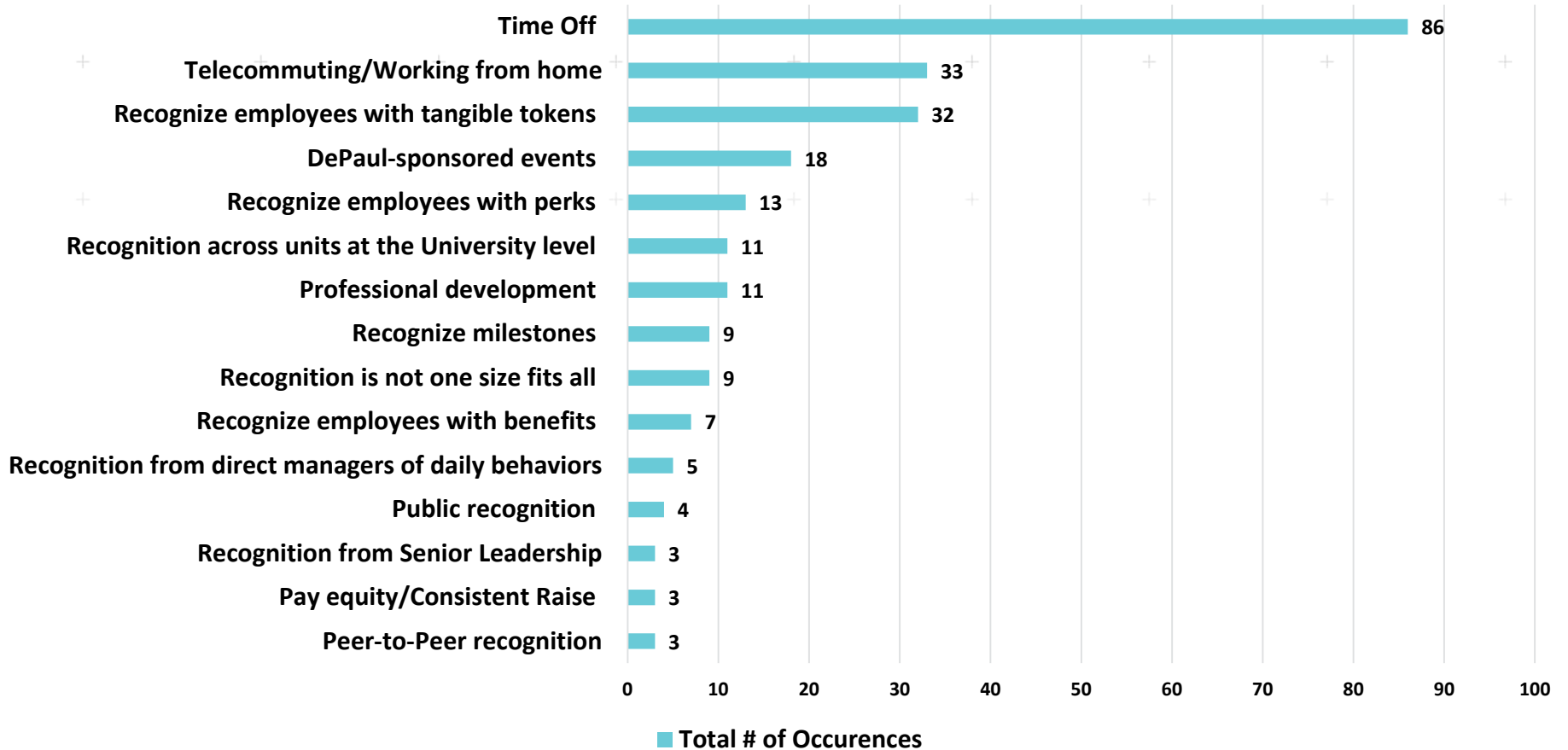
Recognize  
employees  
with tangible  
tokens

**What we  
heard?**

DePaul  
Sponsored  
Events



# Q4 Themes



\* Total # of comments in response to Q4 = 240



**Q5 - Do you have any additional comments or thoughts we should consider as we develop a strategy for non-monetary employee recognition at DePaul?**

Market  
Value  
Pay

Telecommuting/  
Working from  
Home

Time Off

**What we  
heard?**

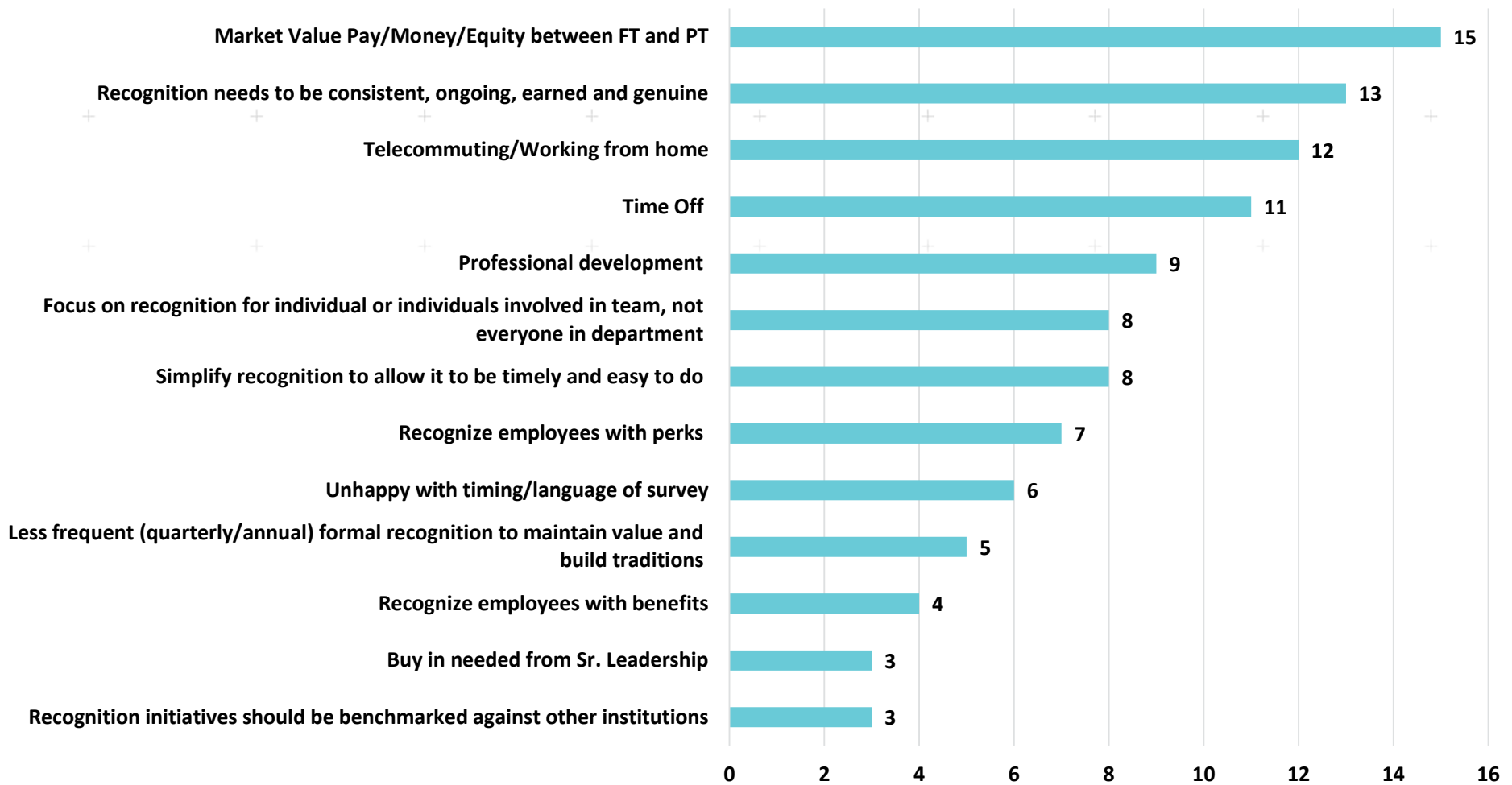
Recognition  
needs to be  
consistent,  
ongoing, earned  
and genuine

Professional  
Development





# Q5 Themes



■ Total # of Occurrences

\* Total # of comments in response to Q5 = 167