



**Title:** Incentivizing, Rewarding, and Celebrating Accomplishments

**Presented By:** Cynthia Bond, Extension Educator

**Type of Presentation:** Ignite/Lightning Presentation

**Abstract:** Financial incentives and their use have long been debated. This power point will illustrate the best practices for monetary and nonmonetary incentives that can be utilized by paid employees and volunteers.

According to research, even though rewarding employees was indicated as important to 80% of organizations, money or putting value or price was the number one barrier. Why is that? Many indicated putting a price or value to an employee's work or product would never be equal to the actual value. There are three barriers that hinder incentives or rewards: money, priority, and culture. 1. Money can be spent and forgotten. 2. Rewarding or incentives is not a priority to organizations whether they are rewarding employees or volunteers. 3. The culture of many organizations is based on the belief that people are expected to do their jobs and do them well.

Knowing the best practices of incentivizing and reward employees is beneficial to all levels of employees and especially those who work with volunteers. A reward system that causes strife and division is not a good system for paid staff or volunteers. According to research the longest last incentives with the highest impact rewards are the nonmonetary incentives. There are potentially a very large number of incentives that can be utilized: 1. monetary; 2. nonmonetary tangible (gift cards); and 3. nonmonetary intangible ("volunteer of the month").

One of the first things to identify is what you want to reinforce. Secondly identify what motivates people in the organization. Maybe the reinforcement is completing a project or achieving a goal. How should that be rewarded? Is the reinforcement for the number of years of volunteer service? Each of these are recognized and celebrated in different methods. Whatever method is chosen, consistency and fairness are the keys to a successful and results driven reward.



**Title:** A Truama-Informed Extension Service

**Presented By:** Lynette Black, Youth Development Faculty

**Type of Presentation:** Ignite/Lightning Presentation

**Abstract:** Much research has been conducted on the subject of trauma. Results indicate that anywhere from 1/4 to 2/3 of our population experience at least one traumatic event by age 16. Traumatic events include sexual assault, child maltreatment, violence and disasters. Additional studies connect trauma experiences with morbidity and early mortality. However, research also connects the development of resiliency factors to overcoming the long-term psychological effects of traumatic events which in turn leads to better mental and physical health. Thankfully, resilience is not a trait that people either have or they don't, but rather involve behaviors, thoughts and actions that can be learned and developed. The Extension Service is just the program to guide youth and their families in learning the skills needed to be resilient to life's curve balls.