



Course Overview

RECOGNITION HABITS

RECOGNITION ISN'T A PROGRAM. IT'S A PRACTICE.

Appreciation shouldn't be reserved for performance reviews or annual awards—it should be a constant behavior.

Recognition Habits teaches leaders and teams how to express meaningful appreciation that resonates.

Based on years of research and real-world application, this half-day course helps participants learn to spot contributions, tailor recognition to individual motivators, and build a culture where people feel seen, valued, and inspired to do their best work.

67%

of managers believe they are “above average” at appreciating great work.



Only **23%**
of employees agree.

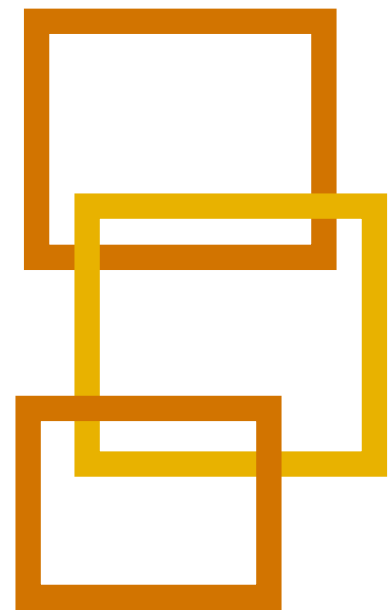
COURSE DETAILS

What You'll Learn:

- **See the Good:** Learn to spot value-creating behaviors and recognize small wins that often go unnoticed.
- **Make it Matter:** Practice expressing appreciation in ways that are authentic, timely, and tailored to individual motivators.
- **Build a Culture of Recognition:** Shift from occasional praise to everyday recognition that reinforces values, builds trust, and strengthens teams.
- **Peer-to-Peer Recognition:** Explore ways to empower team members to recognize each other more meaningfully.
- **Experiment and Reflect:** Run real-world “gratitude experiments” to discover what is most impactful in your unique culture.

Program Outcomes & Problems Solved

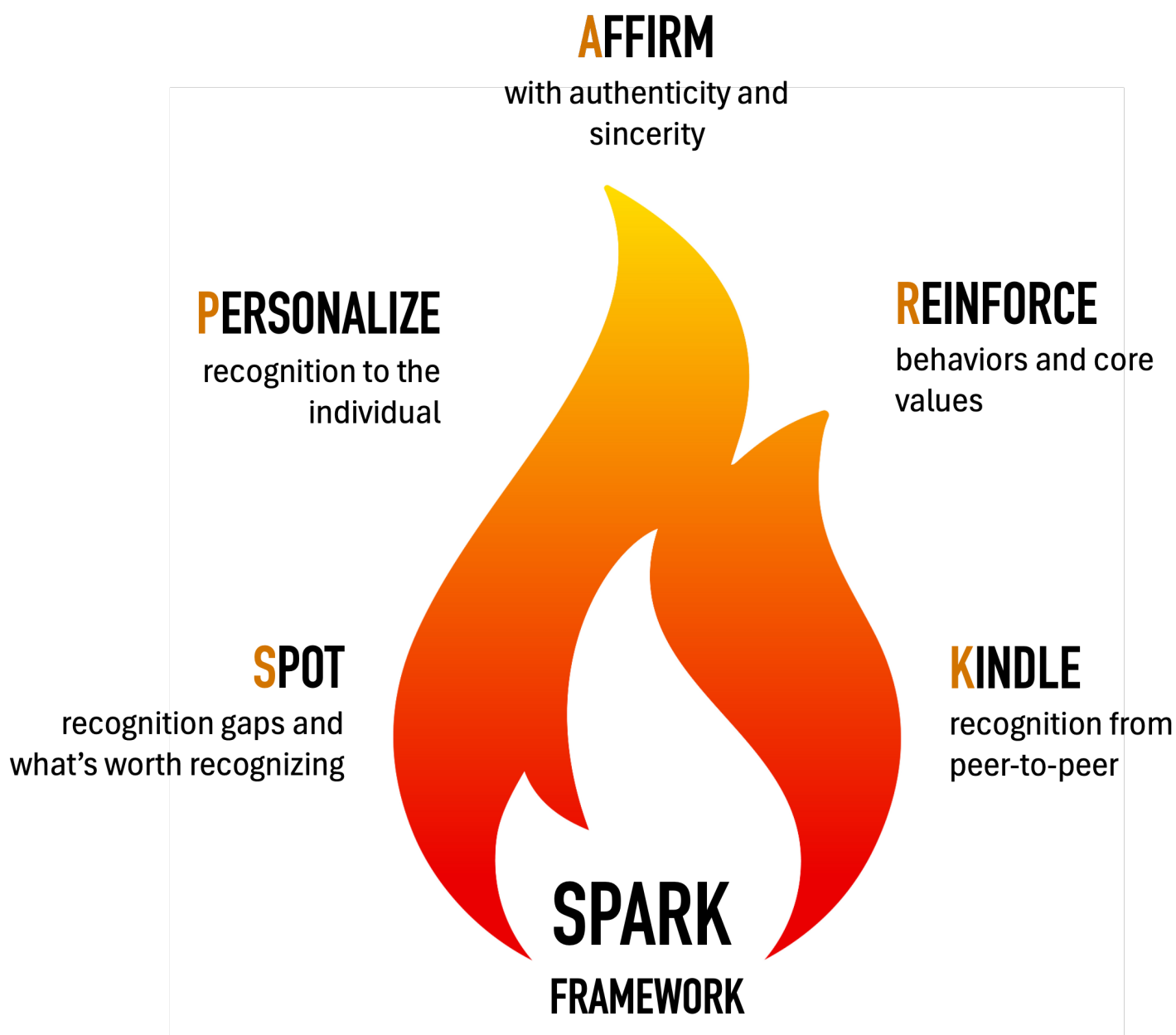
- Close the “Gratitude Gap” between what leaders think they do and what employees actually feel.
- Equip teams to appreciate one another in ways that energize, not just check a box.
- Solve for underappreciation, disengagement, and recognition hesitancy.
- Reinforce core values through daily recognition habits that stick.
- Build stronger leadership credibility and connection through authentic appreciation.



SPARK FRAMEWORK™

The *Recognition Habits* course is built around the **SPARK™ Framework**, a practical and powerful model for turning appreciation into action.

Each element is a step toward creating a culture where people feel seen, valued, and motivated to do their best work.



DELIVERY & LEARNING OPTIONS



IN-PERSON

Our experts come to you and train your team in-person at a classroom location of your choosing.



VIRTUAL

Our experts train your team from the comfort of their home or office. Ideal for remote teams or limited travel budgets.



CERTIFICATION

You certify a member of your team to become a subject matter expert and train the course within your organization.

PROGRAM MATERIALS

For Participants

- Motivators Assessment
- Recognition Gap Snapshot
- Participant Guide
- Motivators & Identities Card
- Motivators Guide to Recognition

For Trainers

- Facilitator Hub Access
- Motivators Platform Access
- Trainer How To Videos
- Course Slides and Videos
- Motivators Assessment Technical Manual



THE FINDMOJO LEARNING SUITE

Grounded in behavioral science and built for today's modern workforce, FindMojo's ½-day training programs and assessments are designed to work together as a comprehensive system for elevating the employee experience—helping individuals become more **engaged**, **resilient**, and **connected** at work.

Courses



**Find Your Mojo
Engagement**



**Find Your Mojo
Teams**



**Everyday
Resilience**



**The Essential
Communicator**



**Recognition
Habits**



**Core Motivators for Sales
Performance**

The world's leading companies work with FindMojo to develop leaders who create cultures of appreciation.



**INCLUDING 75%
OF THE
FORTUNE 500.**

“

Recognition Habits completely changed the way our leaders show appreciation. It moved us beyond generic praise and strategically helped us build a culture where people feel truly seen and valued. The SPARK Framework gave our teams a simple model to recognize in meaningful, personalized ways—both from manager to employee and from employee to employee.

Kellie Birmingham, Senior Leadership Instructor, Bell Textron

LET'S WORK TOGETHER

Ready to build a culture where appreciation isn't occasional—it's habitual? The Recognition Habits Program equips your leaders and teams with practical tools to spark motivation, morale, and meaningful recognition across your organization.

Contact us to learn more about the **Recognition Habits Program** today!



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