

Staff Recognition and Appreciation

Aspire of WNY | Celebrations Committee

Ability Partners affiliates | Ability Partners Foundation,
CP Rochester, Happiness House

1

The Importance of Staff Recognition and Appreciation

Recognition is a powerful tool

Staff who feel valued are more engaged and motivated at work

31% less voluntary turnover

Decreases stress and absenteeism

Lack of recognition is #3 reason people leave a job

53% of Employees say feeling more appreciated would help them stay longer at their job

2

Types of Staff Recognition and Appreciation

Must be individualized. Different staff care about different things

Peer vs. Supervisor Recognition

Social vs. Private

3

Best Practices

01

Be prompt

02

Do it often and across the entire organization

03

Ask staff what is important to them

04

Tie to organization's values

05

Recognize the big and the small

06

Have fun!

4

Recognition in the Community



6 HEALTH CARE HEROES | MARCH 2013

DENTAL SPECIALIST
ENDONG LI, D.D.S.
GENERAL DENTIST, CP ROCHESTER

For Endong Li, the path to a career in dentistry started with a desire to see a friend's smile improve. "When I was in high school, my best friend's face became sore and swollen from an inflamed wisdom tooth," Li remembers. "This unfortunate tooth pain caused him to become depressed and affected his typical stellar study habits."

His friend eventually had the tooth removed, and Li had his inspiration. "I saw my friend's smile come back again. This experience [inspired] my interest in becoming a dentist and helping people suffer from dental disease and making their smile come back," he says.

For his latest role serving as a dentist for CP Rochester, he has been specially trained to work with people with disabilities. "I know I have been tough for many people during COVID, especially for those with disabilities and those living in group homes or nursing homes," Li says. "Having the opportunity to practice their oral health and ensure a smile they are proud of and feel confident with makes my work very rewarding."

"He is a very patient with clients and works very hard to accommodate their needs without referring them out," Cheryl Cappella, vice president of Foundation and Development for CP Rochester, says in her nomination letter.

"Patients with and without special needs can expect the very best dental care from Dr. Li."

He works at the CP Rochester Family Dental Center, which is located at the agency's complex on Elmwood Avenue. Cappella notes the myriad of accommodations available for disabled patients at the Center.

"[The] Center accommodates individuals with a variety of mobility challenges, and includes a ceiling track/lift system for transfers from wheelchairs, customized treatment rooms and a panoramic x-ray machine," she explains. "Dr. Li is efficient in measuring the effectiveness of each treatment and has had a major impact on the delivery of health care services [at the Center]."

An experience with a disabled patient who was living at a nursing home and had delayed dental treatment through the challenges of the COVID pandemic led to Li's current position.

"This patient had been waiting for a much-needed dental treatment, but the dental office he usually went to was closed during COVID-19 lock. The infection disappeared, and his oral health became worse during this time. He was so grateful when he was finally able to receive the treatment he needed."

"This story [made] me think that we should pay attention to the oral health of the disabled more closely, and it motivated me to provide as much service as possible to patients with disabilities, so they can have more oral health protection. This is what led me to CP Rochester," he adds.

Li notes that he has been made his experience at CP Rochester even more rewarding.

"[The] Center is an amazing dental office with a special team," he says. "I am very grateful and proud that I could have the opportunity to work here."

EMPLOYEE RECOGNITION

WE RECOGNIZED THE DEDICATION AND HARD WORK OF OUR HAPPINESS HOUSE AND CP ROCHESTER STAFF THROUGH HYBRID EMPLOYEE RECOGNITION EVENTS. ROCHESTER REHABILITATION WILL HAVE THEIR RECOGNITION EVENT IN THE FALL.



2021 Mary Griswold Professional Service Award Winners
Melissa Tiffany, Ashley Male, Christina Guertel, and Bruce Rood

- 5 Years of Service**
Tami Farnsworth
Kristina Flexares
Gina Iannopolo
Tierra Koch
Ashley Male
Judy Piper
Susan Rotenberg
- 10 Years of Service**
Roxanne Barnes
Crystal Barzac
Jeanette Bryant
Brett Cockett
Diane Kozz
Kristine Oddi
Sharon Pierce
- 15 Years of Service**
Wanda Rebstein
Diane Sansone
Heather Watters
- 20 Years of Service**
Dionne Abraham
Neccebia DeTaeye
Jennifer Incho
Lisa Lincoln
- 25 Years of Service**
Laurie Bradley
- 30 Years of Service**
Christine Shultz

5

Fun Staff Opportunities



BOWLING to raise BUCKS

FRIDAY, NOVEMBER 3
registration 6:45-7pm, practice throw 6:45-7pm, event start 7pm

TEAMS OF 4

Ability PARTNERS

CP Rochester, Happiness House, and Rochester Rehabilitation Employee Teams of 4 will be eligible to win prizes for:

- Most Creative Team Name
- Most Creative Team Dress
- Most Team Split

Each bowler must raise minimum of \$40 in pledges. Included with your \$40 pledges:

- 2 months of bowling
- Shoe rental
- Pizza, cookies, beverages
- Gifts & snacks
- Prizes & giveaways

with names, please! info@cp-rochester.org

Raise more than \$40? Here's what else is included:

- \$50 - 1 year
- \$100 - 1 year, \$200 gift card
- \$200 - 1 year, \$200 Gift Card
- \$300 - 1 year, \$300 Gift Card
- \$400 - 1 year, \$400 Gift Card
- \$500 - 1 year, \$500 Gift Card
- \$1000 - 1 year, \$1000 Gift Card

Contact Mary Ellis for registration forms or with any questions: info@cp-rochester.org or (585) 412-9040 x1322

Start Fundraising Today!

CP Rochester
Happy #ThankfulThursday! We are very grateful for our Fun at Work Committee! They plan engaging activities to benefit our staff. Winton's latest Fun at Work activity was a traveling Ice Cream Cart. Staff could choose a refreshing t...see more



6

Social Postings



CP Rochester
Published by hootsuite · August 24 ·

Congratulations to Marcus on 25 Years of Service to CP Rochester. Marcus has worn many hats over his 25 years, but with each new one donned, his patience, understanding, and love for the individuals served always shines through. Thank you for all you do for our agency!
#ThankfulThursday



CP Rochester
788 followers ·

#CPtakeover Our next intro is PT Ashley! We're lucky to have the adventurous Ashley on our team! Drop a comment with any cross-country road trip suggestions.


Meet Our PTs ASHLEY CALIRI

WHAT ALWAYS MAKES YOU SMILE?
Sunshine and coffee always make me smile!

WHAT IS SOMETHING YOU'VE ALWAYS WANTED TO DO AND HAVEN'T DONE YET?
A cross country road trip 🚗 Please give me all the tips and recommendations!

WHAT ACTIVITIES ENERGIZE YOU?
The activities that energize me are sunrise hikes, hot yoga, and running!

WHAT IS YOUR FAVORITE MEAL?
Anything from Red Fern! I'm vegan and they have the best vegan food in Rochester.



ASHLEY

7

Implementing Recognition Forms



STAFF SHOUT OUT FORM

Show your appreciation for a colleague! Fill out this form and submit to 135.611.8479.111 or the box near Winton Road reception to have them recognized in the monthly shout out memo!

Positive thoughts only!

Name of colleague: _____

From (can be anonymous): _____

Reason: _____



What happens here changes lives forever.

2023 MARY GRISWOLD PROFESSIONAL SERVICE AWARD

NOMINATION FORM

NAME OF NOMINEE: _____

CURRENT POSITION: _____

YEARS EMPLOYED WITH HAPPINESS HOUSE: _____

COMMITTEES/EVENTS NOMINEE HAS WORKED ON DURING THE LAST YEAR: _____

Please describe why you think this employee should be recognized as a recipient of the Mary W. Griswold Professional Service Award. Provide examples of:

- his/her work on behalf of individuals and families served by Happiness House
- describe how the nominee exemplifies the Mission and Values of the organization
- additional nominations or signed letters of support may be attached to this form but this form should only be signed by one employee

8

Aspire's Recognition and Appreciation Program

Values in Action Program

Calm App

Amazing Workplace Survey tool

Aspire Celebrations Committee

9

Aspire Celebrations Committee

Birthday Cards

Discount Tickets to sporting events

Employee Appreciation Week

Halloween Door and Pumpkin Decorating

Week of Caring

Online Basket Raffles

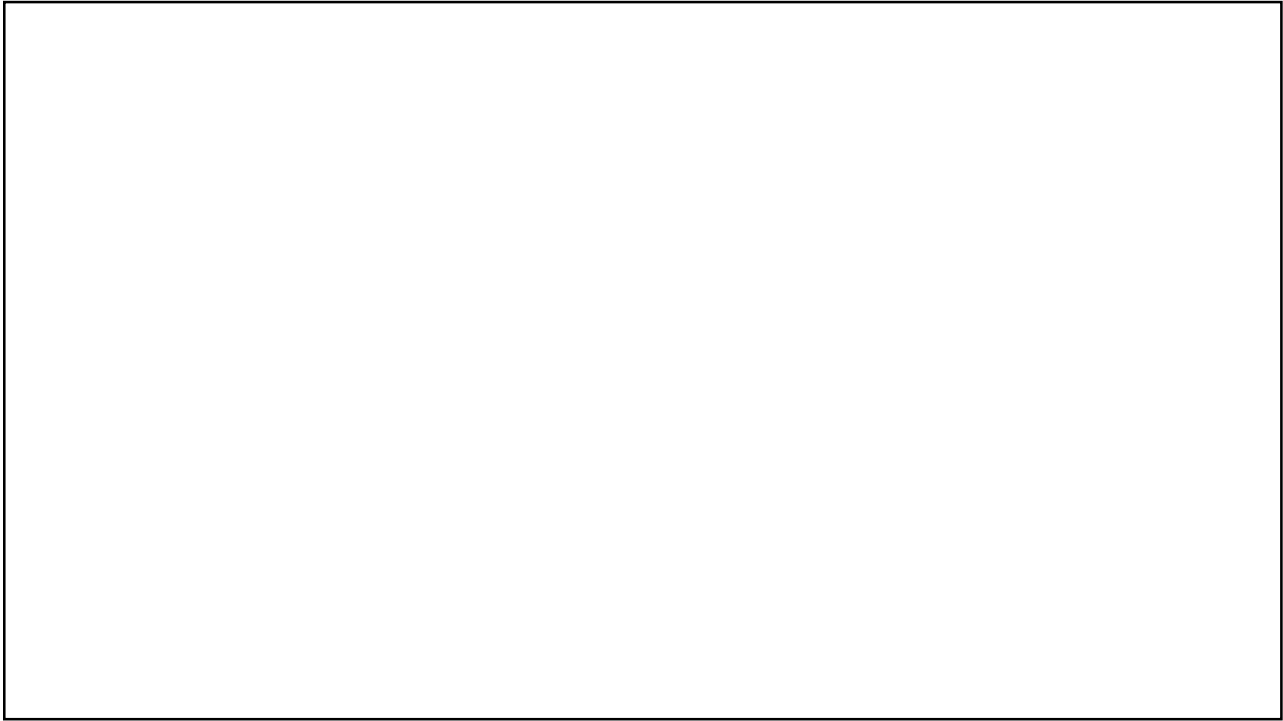
Wellness BINGO

Celebrate – National Day of...

Celebrating Years of Service

And so much more...

10



11