

Catalog of Ideas for Recognition

The department's workplace assessment (APV) shows that many employees experience loneliness and lack of motivation and recognition, including a lack of feeling part of a social and professional community. Many do not feel appreciated in their daily work! Therefore, LAMU has developed proposals on how we can increase recognition within the sections.

What is recognition:

Recognition, to some extent, means appreciating oneself or others, that one's achievements and skills are valuable to society.

Recognition, in a moral sense, is not just acknowledging a person for a particular effort they have made, but fundamentally recognizing them as a person.

Recognition confirms to the employee that they contribute something valuable to the workplace. Recognition makes the employee feel visible and taken seriously.

The overview of proposals for increased recognition should be seen as inspiration for local initiatives:

- Bring up recognition as a point for the section meeting: How can I recognize others? Everyone can make a difference.
- Presentation of Projects/Articles: Highlight people who have contributed to the project and not just mention the 1st author (mention, for example, lab assistants, collaborators).
- The different employee categories - what is the difference in needs? - Get people to see which project they are a part of.
- More recognition of all the invisible work that keeps everything together and contributes to success.
- Highlight people in the newsletter from the secretariat (anniversaries, awards, grants).
- Highlight milestones - discuss processes. Present what is currently happening instead of just results, highlight individuals who contribute to a better work environment, possibly groups.
- The sections have been divided on different floors, visit each other's offices so it doesn't feel the same whether you're here or not? Visibility!
- Recognition is not just about highlighting people who have done a good job, but also about being met with curiosity, openness, and interest, for example, saying; good morning, hello, or would you like to join for lunch.
- Acknowledgment tool page (only in Danish) <https://vpt.dk/sites/default/files/2020-02/Anerkendelse120TEKNIK3x2020-2-digi.pdf>