Staff Acknowledgment Matrix

Type	What	When	Where	Who
High Frequency In the moment, predictable (ex. Gotchas, Points, Positive Notes, etc.)				
Redemption of high frequency (ex. store, drawings, preference menu)				
Unpredictable/Intermittent *(ex. surprise/random gotchas, class covered, unplanned opportunity)*				
Long-term Setting-wide Celebrations Improved climate/connections, setting-wide target met (ex. staff luncheon, dress-down day, coffee cart)				