

The Importance of Celebrating Wins and Acknowledging Accomplishments

Often in both our personal and professional lives we acknowledge when things go wrong. We identify the issues, encourage accountability for mistakes, faults, and shortcomings, and work to fix problems. But it's just as important to acknowledge when things go right as it is they go wrong. We must celebrate the wins with as much intention and fervor as we acknowledge our failures and losses.

Why should you celebrate?

- Increase motivation
- Boost morale
- Increase employee/life satisfaction
- Increase productivity
- Encourage creativity and innovation
- Enhance company culture
- Employee retention

What should you celebrate?

- Big wins
- Small Wins
- First wins
- All wins
- Individual successes
- Group successes
- Agency/organization successes

Who should (you)celebrate?

Those who did the work

Everyone at the org

Individuals

Yourself

When should you celebrate?

- Promptly: As soon as possible when the win occurs
- Consistently: Have a system for what you celebrate so celebrations don't look random or like favoritism.

How should you celebrate?

- Create a recognition and rewards program
- Include a variety of celebration types (one size does not fit all)
- Team lunches (yes, a pizza party from time to time)
- Social media posts
- Virtual celebrations
- A simple thank you
- Bonus

What happens when you don't celebrate?

- Staff does not feel appreciated
 - Morale is lowered
 - Decreased motivation
 - Burnout
 - Higher turnover rates
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- What's a big win you've had in your organization recently?
 - What's a big win you've had in your personal life recently?
 - How did you celebrate?
 - What's a small win you've had in your organization recently?
 - What's a small win you've had in your personal life recently?
 - How did you celebrate?
 - How do you reward/recognize your team?

Resources: <https://www.workhuman.com/blog/how-to-celebrate-success-at-work/>

<https://www.psychologytoday.com/us/blog/empower-your-mind/202406/from-small-steps-to-big-wins-the-importance-of-celebrating>

<https://www.indeed.com/career-advice/career-development/successes-at-work#:~:text=Celebrating%20successes%20at%20work%20is%20important%20for%20building%20a%20positive,the%20company's%20reputation%20with%20customers.>