

# Activity sheet five: Do

# Activity 2 - You are M.A.D (Making A Difference) - celebrating and identifying where staff are making a difference

Use these activities to analyse how effectively you leaders notice how you staff behave in line with your culture and values, and to plan what you need to do to make improvements

This activity enables you to celebrate staff delivering great care and support in line with your vision, values and culture in a way that will be positive for their motivation, self-confidence and wellbeing.

It will also benefit the team as everyone will be involved in noticing great practice and promoting collaboration and it will reinforce people's understanding of and commitment to your vision, values, and culture and how their work makes a difference.

Discuss with staff at a staff meeting how to introduce different ways of recognising those staff and teams who are making a difference in their work and demonstrating your workplace values. You could also involve those you provide care and support to and their family.

Ideas include:

* Printing postcards/little certificates with different values on them and a space to say “thank you for making a difference today” which people are asked to give to staff when they do something that they feel makes a difference to them or someone else.
* Have a Shout Out/ MAD board in your building or online if you have an intranet/ internal communication system where people can recognise staff.
* Have a newsletter where people can nominate any teams or staff for recognition who are making a difference and demonstrating your values.
* Have a Values Awards or MAD Awards event.