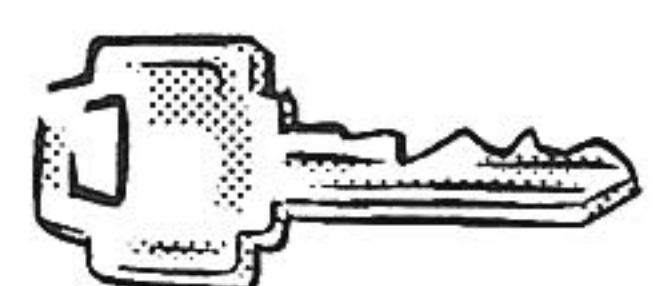


10 Recognition and Reward

The need for recognition is universal and a vital part of programs with teenagers as teachers. Rewards take many forms: certificates, T-shirts and caps, logo pins, as well as remuneration. In addition to extrinsic rewards such as these, encourage teenagers to develop intrinsic rewards such as the satisfaction of a job well done or making a difference in their community.



Key Research Findings

- Recognition took many forms, but all successful programs had some significant form of recognition.
- Recognition was material, such as a certificate, or nonmaterial, such as a thumbs-up gesture following a teen's successful efforts.
- Rewards were also material, such as a cash voucher for a favorite store, and nonmaterial, such as gaining a child's trust or respect.
- Recognition through publicity benefited the teenagers and the overall program.
- The trust of adult leaders also served as a significant form of recognition and pride for teenagers.
- Teenagers expressed that service to others and making a difference through a real-world activity were forms of reward. Finding an entry into adult-centered programs was also reported as a benefit.

"I felt like I was giving back to the community and doing something. And that something I was doing was worthwhile."

—TEEN TEACHER



Tips from the Field

- Compensation helps to motivate and interest teenagers.
- Establish recognition opportunities to publicly thank and congratulate teen teachers.
- Recognition includes notes from child participants to teen teachers, letters to teenagers from program directors or leaders, and newspaper coverage about teenagers.
- Find fun, spontaneous, and sometimes silly ways to recognize the teenagers. This also builds teamwork and a sense of being in something together.

Alternatives to Pay

- ✓ team activities (skating, field trips, etc.)
- ✓ class credit in school
- ✓ receptions to honor teenagers
- ✓ letters of recommendation
- ✓ certificates of completion
- ✓ store vouchers
- ✓ small stipends

