



Leaders can encourage achievement of goals through the Results formula. Each R in the formula is effective in itself, but they are extraordinarily powerful when used in combination.

**RESPECT** Defining values that will yield the results you want and acting in a way that shows respect to them

**RECOGNITION** Praise for actions that show respect to your values or goals

**REWARD** Visible and tangible rewards that go to people who act according to your values or goals

**REINFORCE** Visual reminders of the desired results and/or the actions that will help achieve them

**+ RELATIONSHIPS** Strong interpersonal relationships that encourage trust and communication

**RESULTS** The goal that is desired

**RESULT** Beginning with the end in mind, name one end goal that is desired for your yearbook staff (meet deadlines without stress, etc.)

**RESPECT** List 1, 2, or 3 values you have or actions your staff can take that will yield the desired results when done repeatedly (communication, hard work, flexibility, etc.).

**RECOGNIZE** List 1, 2, or 3 ways the desired actions of individual staffers can be recognized privately or publicly by you (Friday Kudos, handwritten note, Worker Bee Award, etc.).

**REWARD** List 1, 2, or 3 visible and tangible rewards that can be announced, then given publicly by you to encourage behavior (candy bar for deadline achievers, pizza for staff after deadline is met, dollar-store prizes, etc.).

**REINFORCE (VISUALS)** List 1, 2 or 3 highly visible ways your goal (or variations on it) can be posted (large to-do list, ladder, posters, staffer-of-the week, etc.).

**REINFORCE (TRADITIONS)** List 1, 2 or 3 highly visible ways the desired actions or values can be emphasized (crowns for most dependable work team, movie day after met deadline, etc.).

**RELATIONSHIPS** List 1, 2 or 3 things you can do to build strong relationships and communication on your staff (workshops, first-week teambuilders, deadline parties, etc.).