



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.).