

Ready ...

Set ...

Trail Blaze!





PATHFINDER

The purpose of the Pathfinder Award is to create a meaningful way to help our team members embody Adjoin values.

It also allows our management to regularly engage with staff in a POSITIVE way!

FOR EXAMPLE:

When a manager recognizes that a staff exemplifies the PEOPLE value, they will be awarded the PEOPLE sticker and earn a raffle entry. They will also be given a “loyalty” card to collect each value sticker in the future. The goal is for each staff to be recognized for all 5 values, and therefore be considered a **PATHFINDER**. Once they reach this goal, they will be recognized as a **PATHFINDER** and will received a new card to fill.

Adjoin Values

People, Integrity, Innovation, Compassion, & Fun



Recognition Qualification



PEOPLE

People are our greatest asset; we celebrate, value, and respect people from all backgrounds and walks of life.

What does it look like when a team member exemplifies people?

- A staff advocates for a client to receive translation services, so they better understand their service options
- A staff helps a client attend a cultural community outing
- A staff recognizes a client's talents or interests and celebrates their accomplishments



Adjoin “Pathfinder” Card



Ignite possibility. Blaze the trail. Be a PATHFINDER!











Team Member Engagement Tracking System



EXAMPLE

Adjoin Pathfinder								
Name	 People	 Integrity	 Innovation	 Compassion	 Fun	 WWN	Pathfinder?	Count
Angeline Busalacchi							Not Yet!	0 /5
David Kulowitch							Not Yet!	0 /5
Dhanya Nair			X				Not Yet!	1 /5
Julia Doran							Not Yet!	0 /5
Keegan Wulf							Not Yet!	0 /5
Linda Park				X			Not Yet!	1 /5
Melanie Anda-Lacson							Not Yet!	0 /5
Olivia Blaylock			X				Not Yet!	1 /5
Pat Phelan							Not Yet!	0 /5
Sabrina DiMarzio							Not Yet!	0 /5
Tracy Rangel							Not Yet!	0 /5



Pathfinder Recognition Rewards

All supervisors have a recognition kit which includes the Pathfinder card and applicable stickers.

When visiting client homes, in the office, at meetings, etc. and they see team members modeling our values they can recognize you **ON THE SPOT!**

This is a **FUN** and **POSITIVE** way to let team members know they are valued and appreciated!

- For each value that a team member earns, they will get one sticker and entry into a quarterly raffle.
- 2 raffle winners will be announced quarterly on WWN for a \$50 dollar gift card.
- At the end of the year, all raffle tickets will be entered into an end of the year raffle for three \$100 gift card!



Remember
to have

FUN!

Thank you!

adjoin

