

Using Team Votes to Increase Team Spirit

Desired Outcome: To improve morale and team spirit in the office by acknowledging and rewarding people who go above and beyond to help other team members or patients.

Measurement: Observation of staff behavior towards one another. Feedback from staff regarding their interactions. Improvement in efficiency, productivity, and patient care because of increased collaboration and focus on behavior that supports the team.

1. Introduce the Team Vote program to your staff by expressing your desire that the entire staff operate as a team, with each member being aware of the needs of the team and “pitching in” when necessary for the good of the team and the patients.
2. Explain that the Team Vote program is a way for the team to acknowledge individuals they feel as a group exemplifies team spirit, as well as a way for you to reward these individuals monthly and annually for their dedication.
2. Pass out a Team Vote slip to each staff person at the beginning of each monthly staff meeting.
3. Each staff member should complete a Team Vote slip, naming one person they feel modeled ideal team behavior, and “why” by completing the because statement. For instance: **My name is Marsha., Month: December, I vote for Gloria, because she always insists on staying until everything is done in the back so none of us are left alone to close.**

May name is:	Month of:
I vote for:	
Because:	

Or other because statements like: *She always greets me with a smile, she always says hello. Etc. She avoids gossip even when those around her are talking about others. He helps without being asked.*

4. Team Vote slips are then placed into an “a hat” and must be held confidential.
5. At the end of the of the staff meeting, the doctor (or someone else of honor) draws out a name raffle style and proclaims the winner by reading ONLY the name of the person voted for and the “because statement”. The person who voted for the winner is not revealed.
6. The name that is drawn wins the team bonus of \$ _____. This person can continue to win month after month if they are lucky enough to have their name drawn. The only people excluded are the office manager and all of the Dentists. This employee of the month may enjoy other benefits if the team decides so.
7. After each monthly drawing, return the name just drawn and keep all the Team Vote slips in a secure, confidential envelope to be counted at the end of the year.
8. At the end of the year, tally all your Team Vote slips and identify the person who received the most team votes from their peers.
9. Occasionally throughout the year type a list of the “because” reasons and post for all to see. Do not include the names of the people receiving votes, just the reasons they are being voted for to encourage others to do the same.

10. Once a year, the person who received the most votes from his or her peers for the year is the winner, perhaps the employee of the year, winning a plaque or other prizes befitting the honor. The team member of the year also receives a bonus of \$_____.

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Because:	
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