

# National Dialysis Technician RECOGNITION WEEK 2021

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## 24 WAYS TO CELEBRATE

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Here at the National Association of Nephrology Technicians/Technologists, we are all caught up in the spirit of National Dialysis Technician Recognition Week for NCTs and NBTs, which starts 11 October 2021. There is so much you can do to express appreciation for the people who work at your organization, and we thought it would be a good idea to share some of our ideas.

It's essential to make recognition, including rewards, part of your everyday culture. But that doesn't mean Hemodialysis Technician National Recognition Week should go unnoticed. These extra-special perks will remind all your NCTs and NBTs how much you care.

### Wellness

**1. Guided meditation**

*Meditation is a great way to reduce stress. Bring in an expert to guide your techs or host a recorded meditation for anyone who wants to participate in a quiet, dim room.*

**2. Catered lunch and/or breakfast**

*Bring your employees together and give them fuel for their busy day, by supplying healthy lunches or dinners for the whole company.*

**3. Fitness trackers**

*Encourage NCTs and NBTs to keep better track of their steps, heart rate, and sleep by supplying fitness trackers. Bonus: the data from fitness trackers can be used for employee step competitions throughout the year!*

### Work

**4. Educational speakers**

*Give NCTs and NBTs access to thought leaders in dialysis. It's educational, and entertaining!  
(Pro-tip: [Contact your local NANT Chapter and offer to sponsor a virtual chapter meeting](#))*

**5. Budget for employee-selected training/development**

*Give team leaders a set budget for each employee they manage, then give techs the freedom to select the training they want – whether it's a conference, class, or online course.*

*(Psst: [Registration to Virtual DTX21: Dialysis Tech ConneXions, the only event designed by dialysis technicians for dialysis technicians, will open early November!](#))*

**6. NANT Gift Memberships**

*Encourage your NCTs and NBTs to join the only professional association for dialysis technicians by purchasing a gift membership. Annual dues can be as low as \$25 per NCT/NBT. Find more information [here](#).*

**7. Hold executive office hours**

Typically, your executive team is only accessible to your high-level managers. Give employees at all levels the opportunity to connect, share ideas, and ask questions of the leaders at your organization.

**BONUS:** [Use the Ready, Set, Grow! Zoom background. Click here to download.](#)

**8. Complete an initiative you've been promising**

Have you been telling employees forever that you're going to overhaul performance reviews, bring in better snacks, or renovate the office bathrooms? Nothing will show your techs you appreciate them more than by fulfilling those promises.

**9. Office revamp**

Speaking of renovations, does your unit or break room need a facelift? Major construction isn't in the cards for everyone, but there are a number of things that can improve employee experience, including: better chairs, better lighting, more plants, a fresh coat of paint, or whatever your NCTs and NBTs say they need!

**10. Updated electronics**

Time to do upgrades of laptops, monitors, smartphones, and software. Your employees will be thrilled, and probably more productive.

**11. A half day off work/ flex vacation day**

Your NCTs and NBTs will really feel appreciated if you let them leave early one day during National Recognition Week! Or grant everyone one extra vacation day to use as they please; If you're going to give this gift though, don't make it too restrictive.

**12. Extended break times**

Whether your techs typically get 15-minute breaks or 30-minute lunches, double their break times this week.

**13. Give volunteering hours**

[Corporate social responsibility](#) is an important way to keep your employees engaged. By giving your employees time off to volunteer, you reinforce your company's dedication to CSR, and you give your team a great opportunity to get out of the office.

**[Recognition](#)**

**14. Public employee recognition**

If you use a [social recognition platform](#), this is something that happens every day. But you can make your recognitions extra special by blasting a few out to the company email list, praising someone during a team meeting, or posting recognitions up on public bulletin boards.

(Psst: [Download NANT's National Recognition Week certificates template here.](#))

**15. Patient Recognition**

NANT has partnered again with AAKP to help patients honor their Dialysis Heroes. [Download the Patient Recognition Certificate for patients here.](#)

**16. Social media employee recognition**

If you want to praise your great employees for the whole world to see, post individual recognitions on your company's social media channels. Just be sure to get the employees' permission before you share their names or photos and don't forget to use [#NDTRW21](#) [#NANT](#) [@NANTDialysis](#) !

**17. Rewards & recognition suggestion box**

*Of course, it doesn't have to be a physical box – but it is a great idea to reach out to your employees and ask them what forms of recognition and rewards are the most meaningful to them. Is there something that your recognition or total rewards program is missing? This is a great time to find out.*

**18. Office awards ceremony**

*Host a company-wide awards ceremony to celebrate some of the biggest successes over the past year, whether they were accomplished by individuals or whole departments. Make the ceremony a fun, creative, event – not just another company meeting.*

**19. Personalized thank you notes**

*Recognition technology is a powerful thing, but we still love the idea of hand-written notes every now and then. It gives a certain touch!*

**Gifts & Treats**

**20. Pick-a-subscription gift**

*Gifts like monthly cheese samplers, doggie gift boxes, or snack subscriptions are a great way to show your employees you care on an ongoing basis. Send out a list of options that fit your budget, and let your techs pick what works for them.*

**21. High-quality sweet treats**

*Even if you keep the kitchen stocked with mini candy bars, your NCTs and NBTs will be happier if you pick up a box of treats from the local bakery, the popular cupcake place around the corner, or the trendy donut shop.*

**22. Better coffee**

*Get rid of the rocket fuel. Treat your techs to a selection of gourmet beans and blends. Or if budget allows, bring in a pop-up barista for the week who can whip up lattes and cappuccinos.*

**23. Extra budget for team outings**

*Give team leaders budget for fun activities. They can plan outings that their team is likely to enjoy, and they can bond more easily in a small group setting.*

**24. Fun surprises each day**

*Give your employees something fun to look forward to all week by leaving quirky, fun, or useful gifts before they arrive.*