

# Top Tips

## Using Collective Rewards

Collective reward systems are a key element of the HENRY programmes. They can be adapted for online programmes (see below) and are modelled within sessions. Rewards can be useful in any group, whether it be a family, place of learning or workplace.

### Benefits

- Boost self-esteem
- Encourage appreciation of others
- Promote cooperation and positive behaviour
- Create a warm atmosphere
- Build relationships and support bonding
- Reinforce spoken praise



### Characteristics of collective rewards

- Collaborative – anyone can give a reward to anyone else
- Free/cheap – tokens which are easily available, everyday objects
- The person receiving the reward takes the token or carries out the activity
- Once given, rewards are not taken away
- Reward little and often, so that reward systems can be regularly refreshed
- Rewards are given as a response, not used as a bribe
- Avoid using food – due to emotional implications of associating food with reward
- Rewards are an end in themselves and not a means to an end

### Using collective rewards with a group

- Explain the reasons and benefits
- Introduce gradually - some parents and carers may feel awkward or embarrassed initially about using rewards
- Modelling is key - do this with empathy, enthusiasm and humour
- Reflect on how you and your Co-Facilitator feel about using rewards. This will impact upon parents' and carers' own feelings
- Agree with your Co-Facilitator some collective rewards systems which could be easily found within the home
- Ask for ideas – when parents and carers have tried a new reward system at home, they might like to bring it in to use with the group, or show it/talk about it in an online programme

- Use a solution-focused approach to explore parents and carers' suggestions that don't correspond with the characteristics of collective rewards e.g. monetary, food related, end rewards.
- Underline, colour code or use asterisks on flip charts/online slides to distinguish which of their suggestions align with the HENRY approach
- Trust the process and keep modelling – use ESP.

### Some ideas for collective reward systems

- Lego/building blocks to make a tower
- Fill a jar with buttons/marbles/pasta
- Thread pasta on a string
- Arrange shells in water/sand/Play Dough
- Balls in a bucket
- Jigsaw
- Hang small tokens/put pegs on a washing line
- Plant seeds
- Add toy cars to a race track
- Jenga
- Paper chains
- Ladders out of lolly sticks
- Create a farmyard/zoo scene with small model animals on a mat
- Use toy fruit/vegetables to create a picnic/fill a shopping basket/lunchbox
- Hang Easter eggs/Christmas baubles/paper birds on branches
- Online reward systems - pictorial/online jigsaws etc



### Pictures

- Add pictures, stickers, leaves or draw on a scene you've started – sky, tree, animal, sea, beach
- Flowers in a vase
- Fish in a fishbowl
- Spiders on a web
- Ants in the pants
- Bubbles in a bath
- Spikes on a hedgehog
- Legs on a centipede

### Ways to use rewards in online programmes

- Facilitators could have their own reward systems available to display to the group and then add rewards on behalf of participants, showing them as they do it. This can be very useful right from session 1, as it allows modelling and an opportunity to become familiar and comfortable with collective rewards before the topic is covered during the programme

- Try to introduce an element of choice, to involve the person receiving the reward. For example, if you are building a Lego tower, ask them which colour block they would like
- Once the rewards topic has been covered in the programme, have a focus each week on participants' own reward systems - ask them to share and show these
- Screen share an online reward system
- Remember that giving specific and descriptive praise is a spoken reward, and is really powerful
- Try using the Jam Board function on Microsoft Teams
- Try using the whiteboard function and sticky notes on Zoom or Google Meet