

# Recognize Stats

1,000

Average company  
employee size

67%

Active employees  
per company

90%

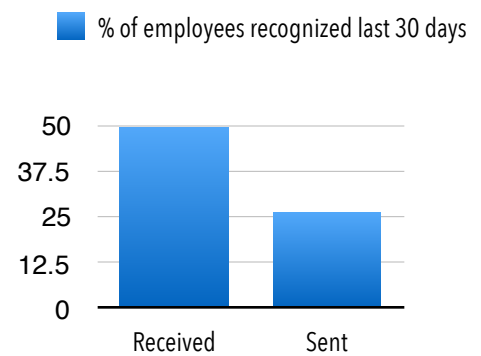
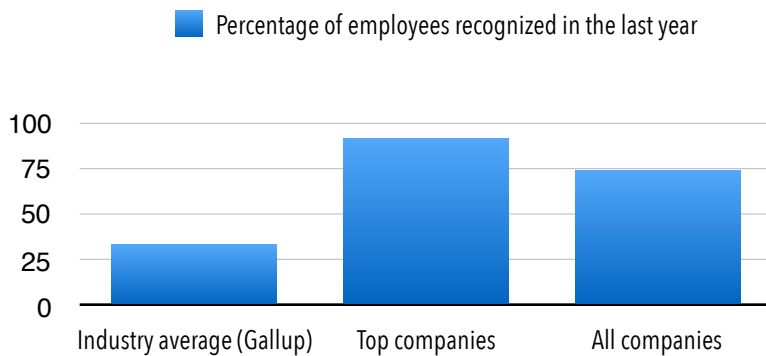
Employees on Recognize  
say they will stay longer with  
their company

96%

Employees on Recognize say they  
feel more connected to their  
employer

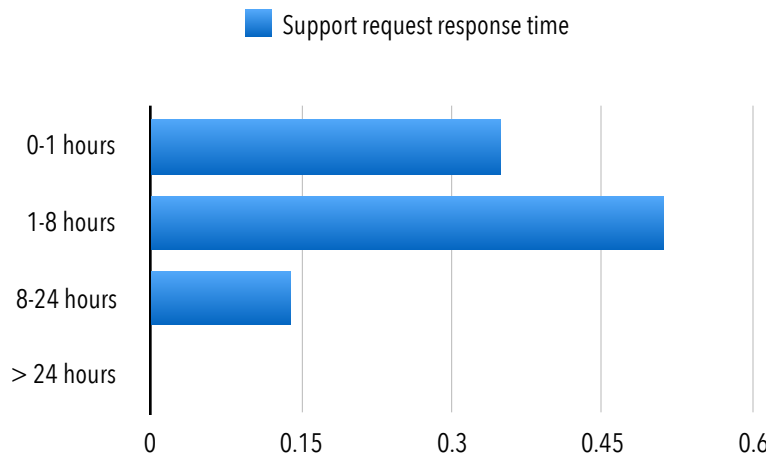
## Engagement

We connect to your staff through multiple notification options, integrations, and great design.



## Support

Call, message us from website, or email us.



3.86hrs

Average first reply time

# Best Practices

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## **Timely**

The more instant and on-the-spot a recognition, the more the impact. Psychology research from behaviorism and beyond back this best practice.

## **Based on Values**

Tie in company values to the recognition program to get the most out of it. Promote specific behaviors based on leadership vision.

## **Accessible to Everyone**

All levels and departments of the organization should have access to the employee recognition program.

## **Top Five Goals**

According to World at Work survey 2015:

1. Recognize years of service.
2. Create/maintain a positive work environment.
3. Create/maintain a culture of recognition.
4. Motivate high performance.
5. Reinforce desired behaviors.

## **Easy to Access**

Employee recognition needs to be visible and top of mind if it is to be adopted. Utilize TVs, mobile, print, and staff computers.

## **Exceptional Behaviors**

Don't recognize employees for tasks they should already be doing. Focus on exceptional behaviors. Getting in on time is not exception, but getting in early is exceptional.

## **Have a Result**

Incorporate monthly awards, give special responsibilities, give charity on staff's behalf, or create a rewards catalog. Give staff a reason to keep recognizing.

## **Automatic**

Don't rely on a paper-based system any longer. Incorporate automatic recognition for anniversaries and more.

## **Leadership Buy-In**

Gallup poll found recognition from executives or management is far more significant than from peers. Encourage leadership to recognize staff for all-for-one mentality.

## **Easy to Use**

Recognition shouldn't take more than 1min to send and be one click away. Plus, keep the required fields in the recognition form to a minimum.

## **Incorporate All Types**

Recognition programs include anniversary and service recognition, above and beyond recognition, and peer to peer recognition. Use all three.

## **Gain Insights**

The recognition program should provide management, HR, and leadership insights into engagement in the program and people analytics.

## **Intrinsic Motivation**

Dan Pink's Ted Talk changed the way companies look at motivating knowledge workers. Look beyond monetary rewards in a program to maximize results.

## **Start Small, Think Big**

Start with a program people can wrap their heads around, while having vision for the future. This increases adoption at early stages, as well as keeping it fresh later on.