Engagement

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

Support

Call, message us from website, or email us.

Support request response time

Average first reply time

3.86hrs

recognizeapp.com
**Best Practices**

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

**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.

**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.

**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.

**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.

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

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

**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.

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

**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.
5. Reinforce desired behaviors.

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

**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.

**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.

**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.

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