

Points Strategy

Points strategy involves number of users, managers, number of badges, and rewards budget.



Introduction

At Recognize, we understand determining your configure your badges, points, and rewards can be a daunting task. We're here to help. A good strategy starts with determining your organizational values which will be represented by badges in the Recognize platform. To figure out the points that badges are worth, follow the rest of this guide.

Questionnaire

Answer the following questions and we'll be able to calculate the points for your company.

How many employees will participate in the recognition program?

What is your total rewards budget on a quarterly level or yearly level?

A typical budget is 1% of employee payroll.

How many organizational values (e.g. badges) would you like to track and recognize?

200pts = \$1

Recommended points conversion. Gives a lot of points to employees and obscures points to dollar conversion.

How many custom roles will you have? How many badges for each role?
For instance, you have 5 managers and two directors. Each group will have one special badge that only they can send

What rewards are you interested in offering?

Example Company

Basic information

100 employees
\$4,000 per quarter, or \$1,000 per month

Points converter

$\$1,000 * 200 = 200,000$ points total each month

Badges

1 Basic Badge 10% of budget 20,000 points each month Thumbs up	3 Core Value Badges 60% of budget 120,000 points each month Innovative, Creative, Communicative	2 Director & Manager Badges 30% of budget 60,000 points each month Ambition and Driven
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Badges Table

Badge	Roles	Quantity per month	Num of employees	Points per badge	Total points per month	Total dollar amount
Thumbs up	Peer	30	100	6	18,000	\$90
Innovative	Peer	2	100	200	40,000	\$200
Creative	Peer	2	100	200	40,000	\$200
Communicative	Peer	2	100	200	40,000	\$200
Driven	Manager	2	10	1,000	20,000	\$100
Excellence	Director	2	5	4,000	40,000	\$200
TOTAL		40			198,000	\$990

Rewards

\$1 = 200pts

Name of reward	Total quantity per month	Dollar value	Points value	Points x quantity	Max monthly cost
Half day off	2	\$100	20,000	40,000	\$200
Full day off	1	\$200	40,000	40,000	\$200
30 minute break	4	\$25	5,000	20,000	\$100
Parking spot	1	\$30	6,000	6,000	\$30
Lunch delivered	1	\$30	6,000	6,000	\$30
\$25 gift card	2	\$25	5,000	10,000	\$50
\$50 gift card	2	\$50	10,000	20,000	\$100
\$100 gift card	2	\$100	20,000	40,000	\$200
Company Sweatshirt	2	\$30	6,000	12,000	\$60
Coffee and pastry on your boss	4	\$7	1,400	5,600	\$28
TOTAL	21		119,400	199,600	\$998

If you have further questions on creating a table like this for your company, contact support@recognizeapp.com.