Is your employee recognition strategy optimized for 2022?

Presented by A\Workforce INSTITUTE

There's no denying it that organizations with **strong cultures of appreciation outperform** those who don't on almost every metric that matters. Click on the numbers to learn more:

3x more likely to see employee retention

2.5x more likely to see increased employee engagement

2x stronger employee wellbeing

Identify gaps and modernize your approach to employee recognition with these 17 questions.

- ✓ Have you incorporated employee recognition throughout the employee lifecycle?

- ✓ Do you offer ongoing training around best practices for sending effective recognitions at all levels (i.e. individual contributors, managers and leaders)?

- ✓ Are you making managers and leaders accountable for regularly expressing meaningful gratitude to individual team members?

- ✓ Is recognition incorporated into your performance management strategy?

- ✓ Do you track the impact that your recognition program has on metrics such as employee engagement and retention?

- ✓ Have employees and leaders fully embraced non-monetary recognition? (Best-in-class recognition programs have a 60/40 split of non-monetary vs monetary recognition).

- ✓ Are your reward offerings broad enough to empower employees with ample choice in selecting meaningful rewards?

- ✓ Is the process of sending a recognition as simple and intuitive as it could be (for example, have you enabled SSO and integrated with your HRIS)?

- ✓ Are you using industry specific recognition-related benchmarks to track the success of your recognition program?

- ✓ Are members from different functions of the business able to seamlessly recognize each other?

- ✓ Are you tracking recognition frequency and recognition program usage on a monthly basis? (Best-in-class recognition programs maintain at least one recognition per employee per month).

- ✓ Is recognition leveraged to reinforce key behaviors and drive bottom-line business results?

- ✓ Are your executive and leadership teams modeling the types of recognition-related behaviors that you want to see from employees?

- ✓ Are employees able to send values-based recognition (recognition that ties back to your core values)?

- ✓ Do employees actively use peer to peer recognition?

- ✓ Are you embracing the best practice of administering at least four communication campaigns a year to drive awareness and participation of your recognition program?

- ✓ Do you tailor communication campaigns aimed at driving program usage based on employee demographics (i.e. location, department or level)?

If you answered 'no' to six or more of these questions, let's connect to learn how Achievers can help elevate your employee recognition strategy.

Request a free consultation.