

TOP 5

# EMPLOYEE Recognition Initiatives

## Service Awards

### Recognize Years of Service

Service Awards are the predominant form of employee recognition, with 91% of organizations using them to honor employee tenure.



Over two-thirds of organizations believe employees should be recognized for service milestones starting at their first year.

## Above & Beyond

### Create a Positive Work Environment

Recognizing individuals who go above and beyond their everyday responsibilities often inspires others to do the same.



Organizations with **20K+** employees tend to use *Above & Beyond* initiatives more often than companies with fewer employees.

## Peer-to-Peer

### Create a Culture of Recognition

Employees in a healthy recognition culture should receive positive feedback at least every 7 days. Peer-to-peer initiatives give employees more opportunities to be recognized.



Employee engagement increases by 35% if recognition is given daily.

## Manager-to-Peer

### Motivate High Performance

Manager-to-Peer awards give managers a reliable method to recognize their teams. A caring manager is a key driver of employee engagement, which in turn motivates higher performance.

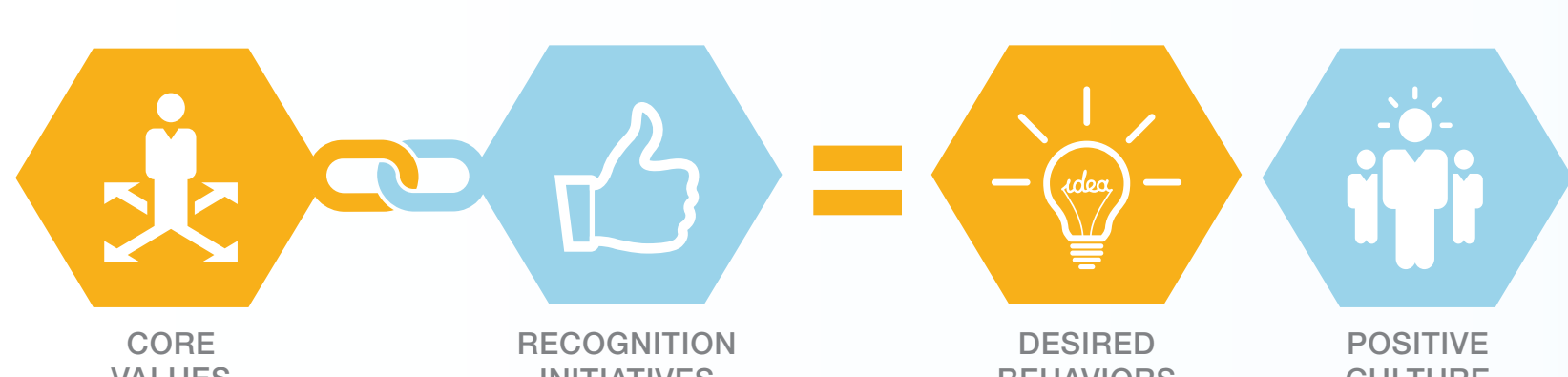


- GOAL-ORIENTED
- COMPASSIONATE
- HONESTY

## Core Values

### Reinforce Desired Behaviors

Keeping core values front and center by linking them to specific recognition initiatives reinforces desired behaviors and creates a positive culture.



**44%** of employees don't feel their recognition programs are tied to the core values of the organization.

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