

# humanworks8 THE RECOGNITION REBOOT

**Everyone Contributes.** At **humanworks8**, we believe recognition is a core values-based initiative that touches individuals across your organization – in any role, at any level, with any tenure, in any location. At the heart of recognition is communication, belonging and a commitment to the organization’s core values and purpose. A strong recognition initiative is simple, but critical to championing the people who work to elevate your company’s operations and bottom line.



68% of organizations with employee recognition reported a direct positive impact on retention.



Only 1 in 3 workers agree that they received recognition for doing good work in the past 7 days.



Recognition nurtures trust. Workers who trust senior leaders are nearly 2x as likely to be engaged and love their jobs.



Employees who receive recognition are 2x less likely to leave.

## Reflect

Describe your current recognition practice.

What works well?	What doesn't work?	What aspects do you want to change?

## Reboot

*Transitioning to a values-based recognition practice begins with your core values.*

Company Core Value	What would someone need to do - <b>above and beyond expectations</b> - to be recognized for this value?

Brainstorm: List multiple ideas for recognizing employees who go <b>above and beyond expectations</b> for your values.

## Strategy

Define your values-based recognition strategy by answering the questions below.

How will this initiative include every single employee – across the entire organization?

How does this initiative encourage all employees to celebrate and uplift the people they work with?

How will leaders promote, support and model recognition?

What can you do to recognize employees immediately, in-the-moment?

What new twists or tactics can be introduced over time to keep this initiative exciting and active?

How can you effectively roll-out this initiative to spark participation and gain momentum?

What channels and strategies will you use to communicate recognition stories, both internally and externally, on an ongoing basis?

What rewards, gear or tangibles can be used to visually represent and promote recognition?

## Process

Describe at a high level the backstage process that will keep this elevated recognition program running.

What are the steps?	By Whom?	By When?
1.		
2.		
3.		
4.		
5.		