

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

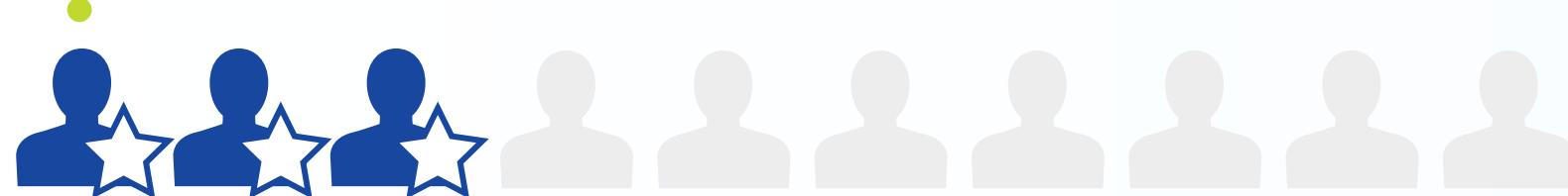
Create a Culture of Recognition

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.

ONLY
30%

of employees are recognized more than once a year.

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.



THE THREE MOST IMPORTANT attributes of a good manager



GOAL-ORIENTED



COMPASSIONATE



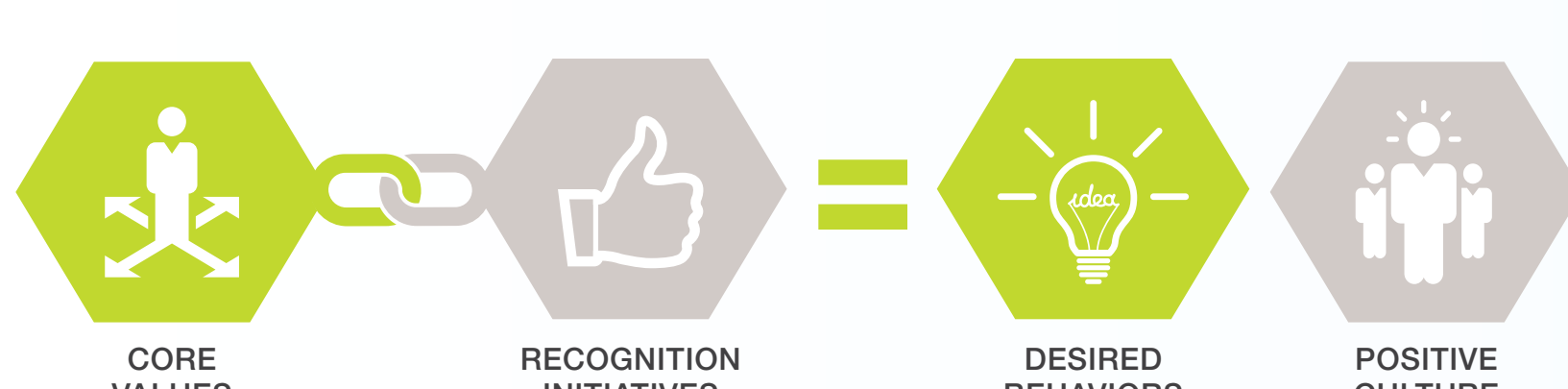
HONESTY



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.

SOURCES CITED

SERVICE AWARDS
Worldatwork – Trends in Employee Recognition
Accelir Rewards & Recognition 2014 Trends Report

ABOVE & BEYOND
Worldatwork – Trends in Employee Recognition

PEER-TO-PEER
Gallup – Fourth Element of Great Managing
Gallup – State of The American Workplace
Sheridan, Kevin. *Building A Magnetic Culture: How To Attract And Retain Top Talent To Create An Engaged, Productive Workforce*. New York: McGraw-Hill, 2012.

MANAGER-TO-PEER
Dale Carnegie Training – What Drives Employee Engagement and Why it Matters
Kronos – 2013 Kronos Boss's Day Survey

CORE VALUES
Accelir Rewards & Recognition 2014 Trends Report



www.halorecognition.com

HALO
recognition
Formerly MICHAEL C. FINA