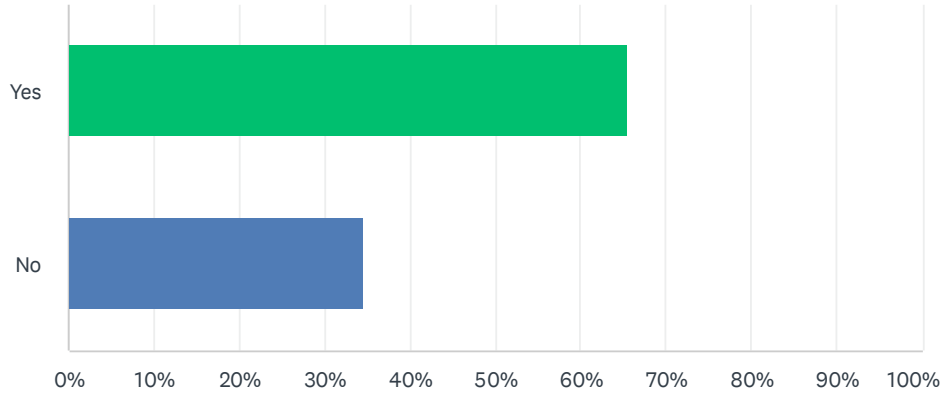


Q1 Do you have a specific employee appreciation or recognition program in place?

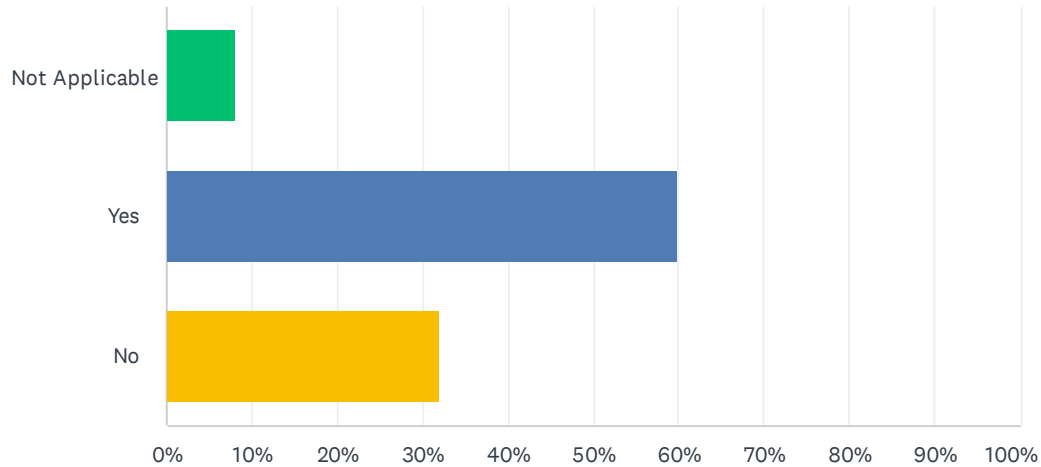
Answered: 127 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	65.35%	83
No	34.65%	44
TOTAL		127

Q2 Do you provide rewards or the chance to win something for being recognized?

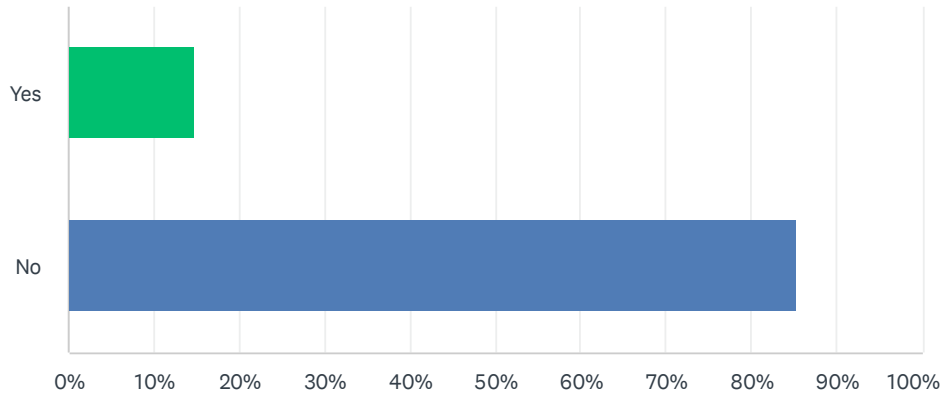
Answered: 125 Skipped: 2



ANSWER CHOICES	RESPONSES
Not Applicable	8.00% 10
Yes	60.00% 75
No	32.00% 40
TOTAL	125

Q3 If so, do you utilize a third party to help administer the process and rewards?

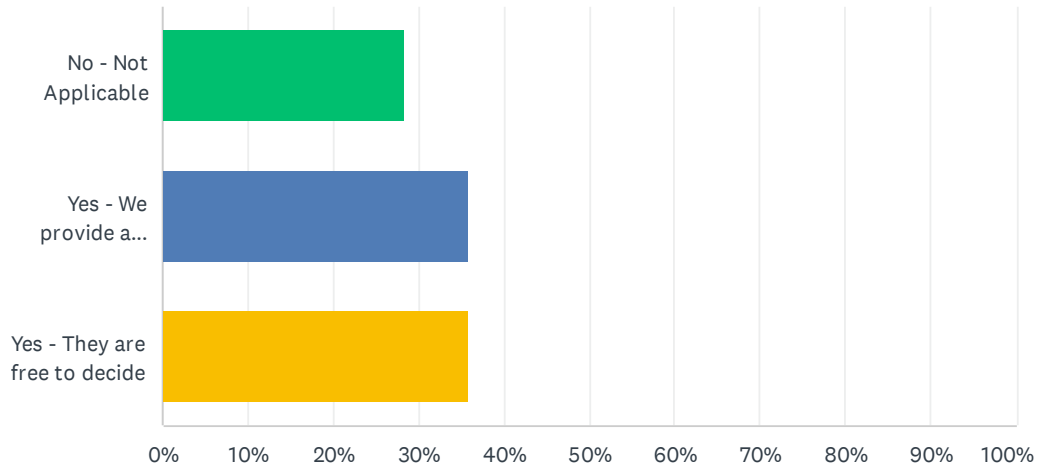
Answered: 109 Skipped: 18



ANSWER CHOICES	RESPONSES	
Yes	14.68%	16
No	85.32%	93
TOTAL		109

Q4 Do you provide managers with a specific process for recognizing employees, or are they free to do what works best for them?

Answered: 123 Skipped: 4



ANSWER CHOICES	RESPONSES	
No - Not Applicable	28.46%	35
Yes - We provide a specific process	35.77%	44
Yes - They are free to decide	35.77%	44
TOTAL		123

Q5 How do you encourage employees to recognize each other?

Answered: 67 Skipped: 60

#	RESPONSES	DATE
1	We do "shout outs" to all employees in in our monthly All Hands Meetings. In my department, we start every meeting out recognizing those that help make the department a better place to work and we recognize team member that went the extra mile to help another employee.	9/16/2022 7:33 AM
2	Yes	9/15/2022 2:02 PM
3	Recognition Boards Orscheln Buck Program Implemented Idea Program	9/14/2022 6:26 PM
4	we dont	9/14/2022 4:02 PM
5	They can do a peer to peer kudos via Teams App... recommend for through program for an award that is reviewed for approval	9/14/2022 3:26 PM
6	Verbal peer recognition	9/14/2022 1:32 PM
7	We have a High Five program where co-workers & managers can recognize individuals for doing a good job or going above & beyond expectations. The recognized individual receives a certificate & a digital gift card.	9/13/2022 2:26 PM
8	Utilize eams chat comments and call-outs at team meetings	9/13/2022 2:22 PM
9	nominate employees for monthly award	9/13/2022 11:29 AM
10	Our program is mostly peer-recognition. There's a paper form or online form that they can use to submit to the recognition committee leads. The form asks the person to give detail of what happened, and how what they did reflects our company values. At the end of the year, there's a pizza party for anyone who received a recognition pin that year. Senior Leadership is invited and our president does a short guest speaking engagement to recognize all of the winners	9/13/2022 9:45 AM
11	Public praise, lunch, posting on company wide boards, gift cards. Specific programs in place for tenure gifts.	9/13/2022 9:45 AM
12	It is up to them.	9/13/2022 9:04 AM
13	We have a program to call out people for going above and beyond at work.	9/13/2022 8:46 AM
14	morale committee sets the example	9/12/2022 5:53 PM
15	verbally	9/12/2022 3:41 PM
16	This is an area of need in our organization--there is not a formal process for peer to peer recongnition.	9/12/2022 2:56 PM
17	Nomination forms Open access to a Favorite Things list	9/12/2022 1:24 PM
18	Nothing formal currently in place. Am very interested in hearing from the group as to what is included in their programs.	9/12/2022 1:06 PM
19	In our Paylocity portal, employees can send a message to recognize their peers.	9/12/2022 12:56 PM
20	We have an annual awards ceremony where employees nominate their coworkers for three different awards.	9/12/2022 12:31 PM
21	vote on best ideas	9/12/2022 12:07 PM
22	cards used for shout outs and posted on communications boards, voting for EE of the month, department meetings	9/12/2022 11:26 AM
23	Encourage employees to let coworkers know they are valued and appreciated.	9/12/2022 11:03 AM
24	We send reminders to our employees on our process for recognizing other employees.	9/12/2022 11:00 AM

Employee Recognition

25	Announce at All Staff meetings the winner and explanation of why that employee was nominated.	9/12/2022 10:52 AM
26	Not formally	9/12/2022 10:52 AM
27	Branded Thank You cards and company Values cards to write brief hand-written notes for above and beyond expectations	9/12/2022 10:43 AM
28	Nominate them for the employee of the month, the Quiet Hero Award, and Our ERC (Employee Recognition Committee) members give out T-shirts when they see someone go above and beyond.	9/12/2022 10:21 AM
29	yes and we have a recognition program to use for this.	9/12/2022 10:13 AM
30	we do not have a recognition program for managers or employees	9/12/2022 10:06 AM
31	notecards on bulletin boards, in meetings, etc.	9/12/2022 9:57 AM
32	We have a Praise Program on Microsoft Teams where employees are encouraged to praise their coworkers company wide. Every month we do gift card drawings for those that participated and received a praise. Quarterly at all employee meetings we do larger prize drawings for any employee that participated during that quarter.	9/12/2022 9:38 AM
33	I've encouraged it, but there is no monetary reward (although I wish there was) and it hasn't really taken off as an understandable result.	9/12/2022 9:35 AM
34	N/A	9/12/2022 9:23 AM
35	We don't but need to be better about it.	9/12/2022 9:23 AM
36	Gentle reminders on our weekly meetings	9/12/2022 9:22 AM
37	Through our Newsletter, employees can send "shout outs" of appreciation to each other for going above and beyond. There is also a message board within our HRIS program that allows for peer-to-peer recognition.	9/12/2022 9:20 AM
38	Via the Paylocity community portal.	9/12/2022 9:09 AM
39	Emails, Thank-you grams (when another employee delivers some sweets as a surprise)	9/12/2022 9:05 AM
40	Company "Kudos" program. Employees provide paper "Kudos" to one another if a co worker helped, went over and above etc. Quarterly employees can place their Kudos in a raffle for a prize. We have 5 different prizes each valued at \$400.	9/12/2022 8:59 AM
41	We recognize employee's service to the organization with service pins that shows the number of years an employee has been with us...5 years, 10 years, 15 years, etc.	9/12/2022 8:57 AM
42	We offer years of service awards and we also have an employee of the year. Another employee must nominate and executive staff determines the winner	9/12/2022 8:56 AM
43	Formally with a gift is on an employee's anniversary. With gifts given for years 1 - 5 - 10 and 20.	9/12/2022 8:53 AM
44	We do not at this time. This is left up to mgt.	9/12/2022 8:50 AM
45	Making sure our project teams acknowledge hard work on deadlines, spot bonuses, encourage meals as a wrap up or lessons learned.	9/12/2022 8:48 AM
46	not done at this time	9/12/2022 8:41 AM
47	Values Recognition Program and cards, peer to peer recognition by living the values.	9/12/2022 8:33 AM
48	Posting on our intranet site, sending official notes.	9/12/2022 8:30 AM
49	Following our Core Values	9/12/2022 8:29 AM
50	Alert supervisor/manager if they want to recognize their peers for going above and beyond.	9/12/2022 8:29 AM
51	We have an EPIC program where employees can recognize each other within a variety of 5 categories. The nomination is a simple process through our intranet.	9/12/2022 8:26 AM
52	We have a Ticket to Recognition program that allows employees to complete a "ticket" praising the employee for going above and beyond. That ticket is signed by HR and their direct	9/12/2022 8:25 AM

Employee Recognition

	supervisor and awarded to the employee.	
53	Notes of appreciation or shout outs at all staff meetings.	9/12/2022 8:23 AM
54	peer to peer	9/12/2022 8:18 AM
55	We have an award program specific to employees recognizing employees. They can send shout outs or they can recognize them for a bigger award.	9/12/2022 8:18 AM
56	Peer nominated recognition through simple notes that can be placed in our suggestion box.	9/12/2022 8:17 AM
57	Word of mouth - Our recognition system can be viewed by all employees, so we hope that encourages them to be involved...however, most recognition comes from managers, supervisors, and other admin personnel	9/12/2022 8:16 AM
58	We have two programs. One is a peer to peer program where employees complete Values in Action cards. Those cards get put into a monthly drawing for company swag or a half day of PTO. We also spotlight the card in our full staff meeting. Second program is a supervisor to subordinate program. We allow supervisors to give out \$20 gift cards for staff who go above and beyond their work duties. Cards are on hand in HR and all they need to do is send an email describing the reason for the recognition.	9/12/2022 8:08 AM
59	NA	9/12/2022 8:06 AM
60	We use a platform called Motivosity. Employees can recognize each other and show appreciation for whatever they want (as long as it is business appropriate, of course).	9/12/2022 8:01 AM
61	We do an annual awards banquet that the employees vote on each other for receiving awards.	9/12/2022 7:58 AM
62	Employees are encouraged to participate in our VALUE card program and issued the recognition cards to their direct reports or fellow co-works.	9/12/2022 7:58 AM
63	We use Yammer internally with consistent communication Blogs from marketing highlighting employees work	9/12/2022 7:55 AM
64	We use Nectar HR, a peer-to-peer employee recognition platform.	9/12/2022 7:52 AM
65	Recognize outstanding work with gift cards Recognize employees anniversary with a bonus after 2 years. Performance bonuses for meeting goals Also discretionary bonuses for good years	9/12/2022 7:51 AM
66	Currently we do not offer anything.	9/12/2022 7:50 AM
67	The recognition is public and we remind employees of the program regularly	9/12/2022 7:50 AM

Q6 What website, book, or other resources would you recommend to help with this topic?

Answered: 26 Skipped: 101

#	RESPONSES	DATE
1	N/A at this time. I would need to research.	9/14/2022 6:26 PM
2	Awardco	9/14/2022 3:17 PM
3	n/a	9/13/2022 9:45 AM
4	n/a	9/12/2022 3:41 PM
5	n/a	9/12/2022 1:06 PM
6	NA	9/12/2022 12:56 PM
7	none	9/12/2022 12:07 PM
8	n/a	9/12/2022 11:26 AM
9	N/A	9/12/2022 10:52 AM
10	There are several resources. Focus Groups from our employees, Employee Recognition websites. SHRM, and networking with other companies.	9/12/2022 10:23 AM
11	n/a	9/12/2022 10:06 AM
12	Recognition is a great resource!	9/12/2022 9:54 AM
13	NA	9/12/2022 9:38 AM
14	Everybody Matters by Bob Chapman Chapman & Co has a strong webinar on employee recognition and celebration	9/12/2022 9:36 AM
15	NA	9/12/2022 9:22 AM
16	5,000 Ways to Reward Employees	9/12/2022 9:06 AM
17	None, we let employees pick out a gift based on an amount. HR does make the purchase.	9/12/2022 8:53 AM
18	I don't have any at this time.	9/12/2022 8:50 AM
19	Snappy.	9/12/2022 8:33 AM
20	Since we do this in house I really couldn't suggest anything.	9/12/2022 8:31 AM
21	Baudville	9/12/2022 8:18 AM
22	We use Reward Gateway as our reward, recognition & communication platform	9/12/2022 8:16 AM
23	We formed a committee and we all had some sort of research that we performed. The internet was our friend!	9/12/2022 8:09 AM
24	Motivosity has been a great tool for us. Not only can we recognize employees with words of appreciation, but we can give monetary awards as well.	9/12/2022 8:03 AM
25	NectarHR	9/12/2022 7:53 AM
26	chester eaton books, i think that is his name- carrot series.	9/12/2022 7:51 AM