

workhuman*

Personalize the Employee Experience With Recognition

SUPPORT EVERY WORKER WITH GLOBAL INNOVATIONS
FROM WORKHUMAN



“When Gallup asks people across the world what they want most, the most common reply is a good job.”

That sentence in Gallup’s report, Employee Wellbeing Starts at Work, stopped us in our tracks. What makes a good job? And how can recognition help more people get what they want most?

Workplaces across the world are starting to understand that a “good job” means something different for every person. This is showing up as a seismic shift toward creating human-centered work cultures that prioritize a personalized employee experience.

“**Cultures that put people first will implement personalization in technology, schedules, work settings, and job descriptions so that everyone can be at their most productive. And they’ll create ties of community with shared values, peer-to-peer recognition, continuous feedback from managers, and leaders demonstrating that they value every person’s individual contributions, and career journey. Instead of ‘all about me’ the culture becomes ‘all about us – individuals in community.’**

ERIC MOSLEY
CEO, Workhuman

Source: “2024’s Key Opportunities: AI, Flexibility, Wellbeing & Personalization,” Forbes, 2024

“All about us” sounds amazing, right? But how do you get there, where do you begin? Keep reading to see how Workhuman® can help you tailor your employee experience through recognition innovation and global product capabilities.



Product innovation with personalization top of mind

Workhuman and Gallup research found that employee recognition has the most impact when it's fulfilling, authentic, embedded in the culture, individualized, and equitable.

Using those traits as our framework, we consistently innovate to add new features and reporting capabilities to our product to support the most impactful recognition possible.

5 ways to fuel personal authenticity with Workhuman's enhanced recognition features

1. Send **Automated Welcome Awards** to every new employee with an individualized welcome and messages from their manager and colleagues.
2. Build distinct and separate **Custom Programs**, allowing leaders to emphasize different goals for different workers, still within the single recognition platform.
3. Use **Inclusion Advisor**, an industry-first, AI-powered feature that flags words or phrases in recognition messages that may be perceived as biased, and improves how employees communicate.
4. Bring any recognition to life with **Award Personalization**, like sending a Team Award; adding a GIF, photo, or image to an award message; and configuring custom privacy settings.
5. View and participate in the **Award Feed** to pile on "Congratulations!" to recognition moments, service milestones, and life events.

Beyond our recognition features, Workhuman® iQ offers program managers and organization leaders advanced reporting tools and insights to identify emerging trends and themes in their recognition data that may be influencing the employee experience. With Workhuman iQ, you receive a trusted partner committed to helping you use recognition data and findings to upskill your workers, fortify company values, and drive business outcomes.

Hear more from our customers about how they've revolutionized their culture with help from Workhuman innovations in the video below.



Leaders from Merck, Lam Research, Hyliion, and SSOE share how they partnered with us to innovate their recognition programs to solve for new business problems.



Recognize and redeem, no matter where you work

As a global organization since 1999, solving for challenges like variable working hours, differing technology skills and capabilities, and disparate workplace arrangements is nothing new to us.

Advances we created for our global users are now being adopted by customers of every size to further personalize the employee experience as workforces return to office, explore hybrid arrangements, commit to a fully remote workforce, or expand in new countries.

4 ways Workhuman supports an equitable and global employee experience

1. Recognize, approve awards, and redeem – on the go, anywhere in the world – right from the **Workhuman mobile app and in our integrations**. Bring recognition to wherever your workers are by integrating with critical workplace applications like Microsoft Teams, Outlook, Slack, Workday, and more.
2. Access Workhuman's proprietary **Standard of Living Index**, built directly into the recognition platform, to automatically adjust award values based on each award recipient's country location.
3. Experience a tailored redemption experience in our **\$1B global store**, with merchandise available in more than 60 countries and gift cards available in more than 130.
4. Translate your recognition program into **30+ languages** (and counting) and get access to **24/7 human customer support**. Not to mention, we take all calls live in 7 seconds or less.



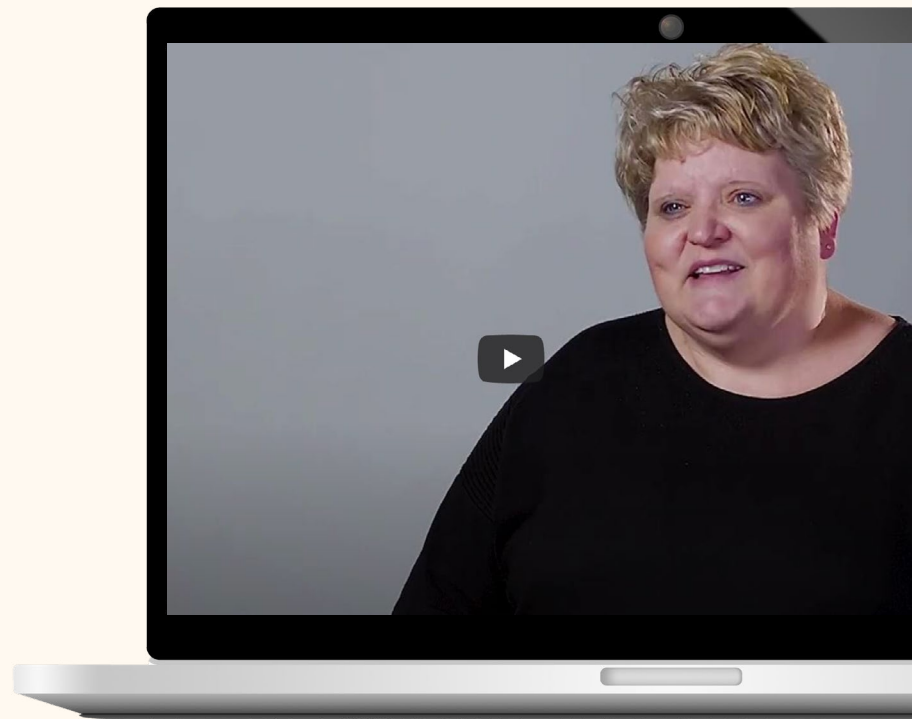
It's capabilities like these that our customers say make a difference to their employees.

Hear more from Jennifer and other customers about how they created an equitable employee experience with Workhuman in [the video](#) below.

“**The fact that you had the Standard of Living Index, for us to be able to provide recognition that was equal, like providing equal purchasing power across our global organization – that meant a lot to people.**

JENNIFER WUERTZ

VP/Principal and Director, Human Resources, SSOE



It's time to personalize your employee experience with recognition. [Contact us today.](#)

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Join HR's leading innovators and trailblazers at our next [Workhuman Live](#) conference.

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