

workhuman\*

# 6 Reasons to Choose Workhuman

BENEFITS TO HAVING A BEST-IN-CLASS RECOGNITION PROGRAM





When asked whether they would look for a new job in the next 12 months, more than one-third (38%) of respondents to a recent survey said “yes.” That means nearly 4 in 10 employees are flight risks – and this projected voluntary turnover has the potential to cost organizations billions of dollars.

To stop this “great talent swap” before it negatively impacts your business, it’s necessary to operationalize appreciation within and across teams. Peer-to-peer recognition, which is a company initiative to reward people for their achievements and contributions, is perhaps the most valuable tool for strengthening culture and protecting against turnover.

## Need proof?

Workhuman® data shows that people who received employee recognition in the last month, as opposed to never, are:

**2x**

Nearly 2x as likely to be highly engaged  
(60% vs. 32%)

**3x**

Nearly 3x as likely to agree their work has meaning and purpose (53% vs. 18%)

**4x**

More than 4x as likely to be happy at work  
(47% vs. 11%)

**3x**

Nearly 3x as likely to say their work culture is more connected and cohesive  
(29% vs. 10%)



# Workhuman Cloud – a single platform for employee engagement

Workhuman Cloud® is a flexible, scalable, and modular suite of integrated applications to help you celebrate employees and recognize their continuous dedication and performance. It allows you to engage, develop, and celebrate employees on a single global platform with enterprise-class security and consolidated reporting.

# Workhuman Cloud includes:



## **Social Recognition®**

Peer-to-peer employee gratitude and acknowledgment



## **Conversations®**

Continuous performance development by giving and receiving feedback, planning check-ins, and setting goals

## **Celebrations – Available packaged together or individually**



## **Service Milestones®**

Recognize and celebrate career achievements throughout an employee's journey



## **Life Events®**

Celebrate personal achievements (e.g., purchasing a home, getting married, or having a child) with colleagues



## **Community Celebrations®**

Build relationships and strengthen connections over shared interests and group events

Here are six reasons  
employee recognition  
with Workhuman is the  
best choice:

## 1. The Workhuman iQ team

Included with our solution is the opportunity to work with our team of data scientists and industrial-organizational psychologists. Workhuman® iQ partners with customers to analyze program data and its impact on metrics like retention, plant safety, employee productivity, DE&I, manufacturing defects, and other KPIs – essentially, to translate the feel-good aspects of a recognition program into quantifiable business results.

Workhuman iQ has pioneered proprietary natural language processing of recognition messages to help customers identify hard-to-measure metrics like soft skills and unconscious bias. These are opt-in services, but available at no additional cost.

## 2. Inclusion Advisor

This industry-first, AI-powered feature within Workhuman Cloud is one result of the Workhuman iQ team's natural language processing work. Inclusion Advisor is powered by our proprietary database of implicit bias used in everyday workplace language, created by analyzing more than 70 million moments of recognition.

Inclusion Advisor uses artificial intelligence to flag words or phrases in an award message that may be perceived as biased. When employees hover over flagged phrases, Inclusion Advisor provides real-time coaching on why there is potential bias and offers advice on how to rewrite the message. Once the language is changed, employees can recheck their message before sending.

In an early trial with 180K+ users, when Inclusion Advisor flagged bias in Social Recognition® award messages, employees paused, reflected, and edited their message 65% of the time.



**I was very impressed by the tool's intelligence. Instead of just flagging what we'd all expect to be biased language, it [provided coaching] moments in a very safe space in the moment, before it's even gone out.**

ELIZABETH ROSEMAN  
Head of Broad-Based Compensation & Global Programs  
Merck

# 3. Work Circles

Within Social Recognition, each employee has a unique feed based on their team, past interactions, and recognition moments. This creates a unified employee experience that is fun, engaging, and focused on gratitude.

Employees receive a periodic digest of examples of recognition taking place within their Work Circle. This communication shows what exceptional work and behaviors look like in a way that is aligned with your company's core values.





## 4. Investment management

We understand the effort that goes into securing financial approval for a program, so we take your budget very seriously. Spend Management, included at no additional cost, helps program managers set funding levels by organizational units, track spending against funding, modify or add funds, share real-time monitoring charts with relevant business leaders, and respond to program needs with predictive spend forecasting.

We are happy to share best practices from customers who have maximized program success while staying within budgetary guidelines.

# 5. Standard of Living Index

Workhuman's proprietary Standard of Living Index (SOLI) is built directly into the platform to automatically adjust award values based on each award recipient's location. It has the capability to make the necessary changes based on specific per-country needs.

SOLI is based on local consumer purchasing power data gathered by Mercer two times per year. For cross-functional global teams, SOLI provides ease of use for the nominator and administrators by removing the complexity of guessing at the correct reward amount. It further creates an equitable program for all global employees.





## 6. In-country fulfillment

Running a global program means offering a variety of culturally appropriate and desirable reward choices that can be quickly fulfilled regardless of location. It is important to give employees the power of choice so they can pick something that is personally meaningful and memorable.

The Workhuman Store includes thousands of gift cards across 120 countries, hundreds of thousands of merchandise items across 50+ countries, and a variety of experiential reward choices. Our global redemption network ensures that employees will have ample choice of rewards that are equitable, timely, meaningful, and culturally relevant.

Ultimately, an investment in recognition with Workhuman represents the opportunity to leverage best-in-class technology that delivers measurable business impact.

**To learn more about what you can expect as a valued Workhuman customer, connect with us directly or visit [workhuman.com](https://workhuman.com).**

