

# 6 Reasons to Choose Workhuman

## BENEFITS TO HAVING A BEST-IN-CLASS RECOGNITION PROGRAM

Employees feel good when they are recognized for the good work they do, so it shouldn't come as a surprise that a comprehensive employee recognition program is one of the most effective tools to boost engagement and protect against turnover.

Here are six instrumental functions of Workhuman® Social Recognition® that prove Workhuman Cloud® is the best choice to take your organization on its rewards and recognition journey.

### What is Workhuman Cloud?

A flexible, scalable, and global suite of integrated applications to help you celebrate employees and recognize their continuous dedication and performance.



Social Recognition\*



Life Events\*



Conversations\*



Service Milestones\*



Community Celebrations\*

### 1. The Workhuman iQ Team

Workhuman® iQ, our team of data scientists and industrial-organizational psychologists, partners with customers to analyze program data and its impact on metrics including retention, engagement, safety risks, productivity, and DE&I, among many other things.

The team works with you to uncover the unique learnings you need to help your organization thrive.

### 2. Inclusion Advisor

Inclusion Advisor, the industry-first, AI-powered feature within Workhuman Cloud, was developed by our natural language processing team by analyzing more than 70 million recognition moments. It uses artificial intelligence to flag words or phrases in award messages that may be perceived as bias or hurtful to the receiver.

By calling out unconscious bias, the tool stops the recognition giver in their tracks and allows them to reflect on the language they used and its potential impact. And more than 65% of the time they choose to edit that language to something more inclusive.

### 3. Work Circles

Social Recognition programs work best when employees can see the outstanding work their colleagues have done across the business. For an employee at an organization with thousands of colleagues, however, all of the awards for outstanding work can quickly pile up.

Work Circles present employees with a personalized view of recognition moments based on who they work with most. This communication shows what exceptional work and behaviors look like in a way that is aligned with your company's values.

### 4. Spend Management

A comprehensive, peer-to-peer recognition program isn't a no-budget initiative; in fact, the more you invest, the more return you get in the form of increased productivity and reduced turnover.

With Spend Management, included at no additional cost, program managers can 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.

Ask us about best practices from customers who have maximized program success while staying on budget.

### 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.

For cross-functional global teams, SOLI provides ease of use by removing the complexity of guessing at the correct reward amount while also providing the most equitable recognition experience for all employees.

### 6. In-Country Fulfillment

The return on a recognition investment multiplies when employees have the power to choose what they spend their reward points on. This meaningful and memorable experience is easy with the Workhuman Store.

Our robust e-commerce 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.

So, are you ready to invest in a recognition platform to move the mark on workplace metrics and improve the employee experience? If so, Workhuman is ready for you.

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



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