

ABOVE & BEYOND

A&B Guidelines

The primary goal of our Above & Beyond Recognition Platform is to celebrate and appreciate the contributions of employees at all levels, promoting a culture of gratitude, engagement, and positivity. This platform is designed to:

- Foster a sense of belonging and teamwork.
- Recognize hard work, innovation, and achievement.
- Promote consistent feedback and open communication across the organization.
- Enhance employee morale and motivation.
- Create opportunities for peer-to-peer recognition and appreciation.

Guidelines for Effective Recognition

a. Be Specific and Genuine

- Provide clear, specific details about why the employee is being recognized and how their actions have positively impacted the team or company. Generic recognition (“Good job!”) is less impactful than specific feedback (“Thank you for leading the project on X, your innovation saved us Y hours of work!”).

b. Be Inclusive

- Ensure recognition is equitable and inclusive, giving employees at all levels, departments, and backgrounds the opportunity to be recognized.

c. Focus on Impact

- Emphasize the positive impact of the employee’s contributions on the team, project, or organization. Recognition that ties the individual’s actions to the broader success of the company reinforces the value of their work.

Help and Support

Submit questions, comments, and support requests to the Customer Care Representatives via email at werecognize.com or by calling 1-888-598-4455 between the hours of 8:30 a.m. and 8:00 p.m. Easter Time Monday through Friday excluding observed holidays.