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bucketlist

Reasons for Adopting an Effective Recognition Program

Only **18%** of health industry workers say that they are recognized at their organization. This is among the lowest of skill-based employee groups

6Q Blog

Peer-to-peer recognition is **35.7%** more likely to have a **positive impact** on financial results than manager-only recognition

People Matters, 2017

40% of employed Americans feel that if they were recognized more often, they would put **more energy** into their work

Harvard Business Revew, 2017

When an employer recognizes life events and work milestones, employees are **30%** more likely to plan to stay 5 years

Benefits Canada, 2022 and Gallup

Employees who do not feel adequately recognized are **twice as likely** to say they'll quit in the next year

Gallup, 2016

Health services organization that recognizes employees are **3.9 times as likely to feel connected** to the culture of their organization

Gallup, 2022

Learn more here on how employee rewards and recognition impact engagement and productivity!

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Program Design Considerations

|	
What roles have monetary points to give with recognitions? Do you need any custom roles?	Default Bucketlist Roles are Employee, Manager, Admin Example custom roles: • Supervisor • Executive • C-suite
What type of Awards do you want to offer?	• Years of Service • Birthday • Employee of the Month • Customer Service Excellence • CEO Award
What type of Rewards do you want to offer?	• Experiences (Enterprise package only) • Gift Cards • Donations • Custom Rewards (Company fulfills)

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Recommended Approach

Program Design Example #1

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Most Common R&R Program Design
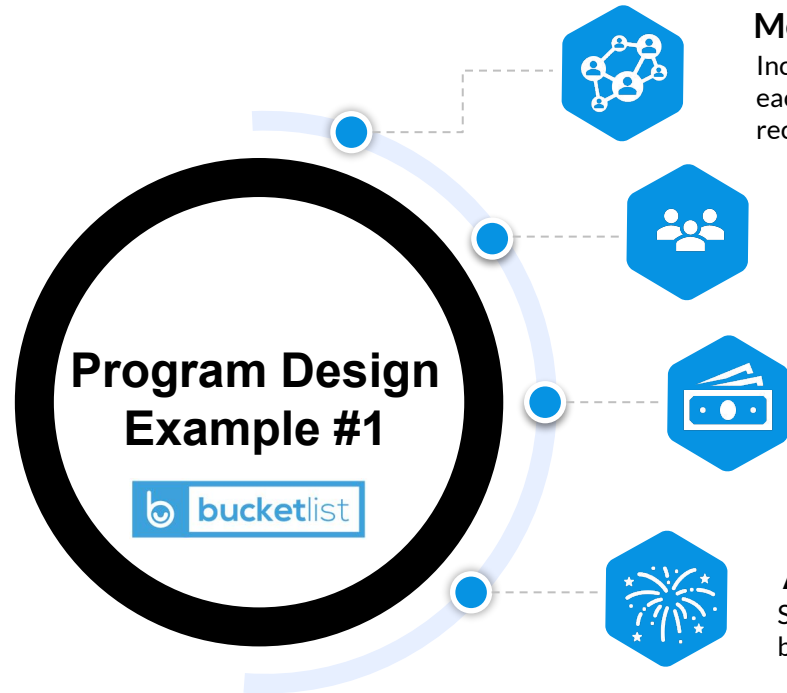
Monetary Peer-to-Peer recognition

Increases reach and program adoption when employees recognize and reward each other with monetary points while allowing others to celebrate the recognition, including 'boosting' posts with points, comments & likes.

Monetary Manager-to-Employee recognition

Recognize employees for great work and living company core values, resulting in higher productivity and lower voluntary turnover. Boost posts with points, comments & likes

Marketplace for redemptions

Employees can redeem for unique experiences, gift cards, donate to charity or custom company rewards
- Custom Rewards (eg. Company Merchandise, Extra PTO Day, Lunch with a Leader)

Automated and manual awards

Streamline and automate important employee events, including anniversaries, birthdays, New Hire Awards,, Spot Awards Employee of the Month, and more!
- Years of Service Awards
- Birthdays
- Employee Referral Award
- Personal Milestones Awards (New Family Member, Wedding)
- Manager Spot Bonus Awards (Above and Beyond, Quarterly Sales Award, Customer Service Excellence)

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Recommended Approach

Program Design Example #2

2nd Most Common R&R Program Design
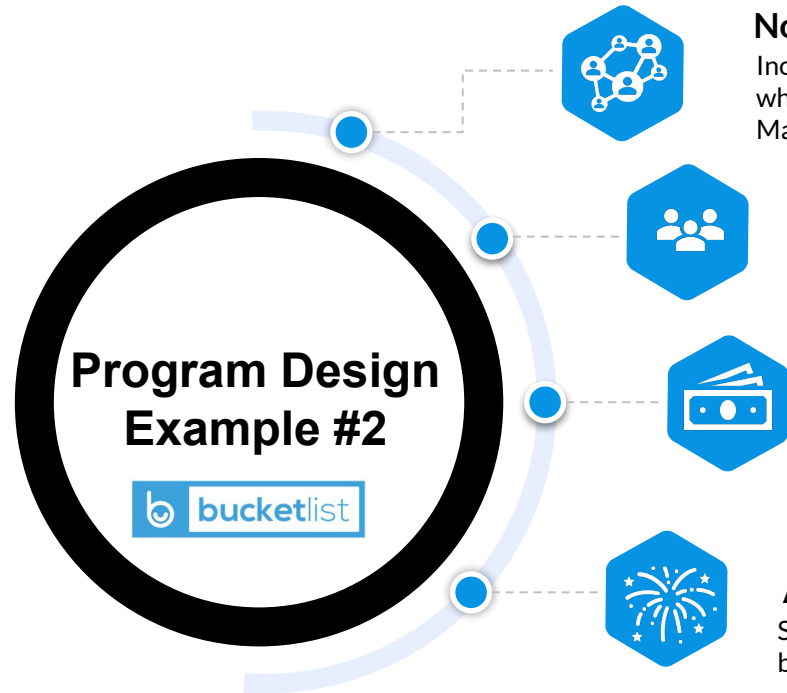
Non monetary Peer-to-Peer recognition

Increases reach and importance when employees recognize and reward each other while allowing others to celebrate the recognition with comments & likes, along with Managers 'boosting' recognition posts with points.

Monetary Manager-to-Employee recognition

Recognize employees for great work and living company core values, resulting in higher productivity and lower voluntary turnover. Boost P2P recognitions with points.

Marketplace for redemptions

Employees can redeem for unique experiences, gift cards, donate to charity or custom company rewards

- Custom Rewards (eg. Company Merchandise, Extra PTO Day, Lunch with a Leader)

Automated and manual awards

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Recommended Approach

Program Design Example #3

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Less Common: Awards program only

Peer-to-Peer Recognition Disabled

Monetary Manager-to-Employee Spot Awards
Award employees for great work and living company core values, resulting in higher productivity and lower voluntary turnover. Spot or Performance Awards given out weekly, monthly, quarterly and yearly.

Marketplace for redemptions
Employees can redeem for unique experiences, gift cards, donate to charity or custom company rewards

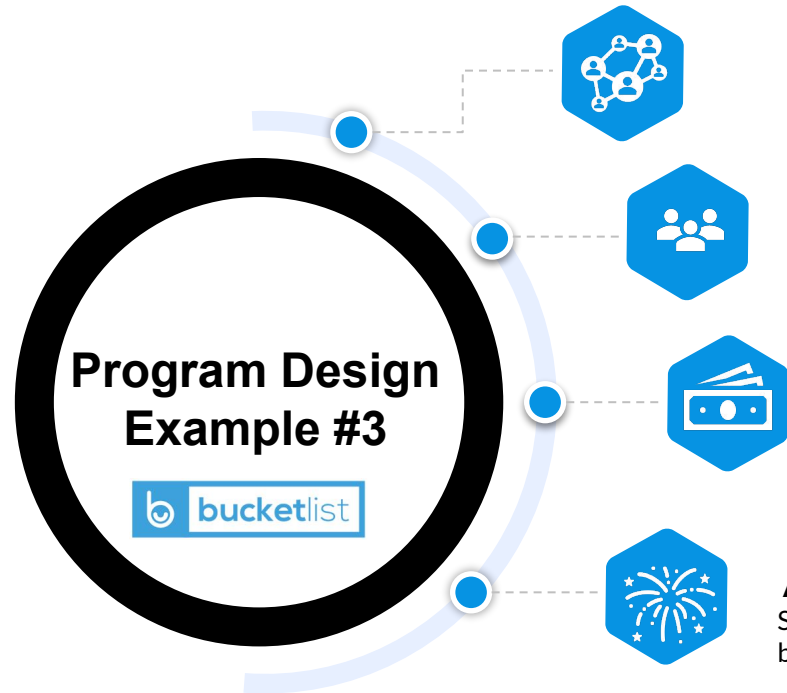- Custom Rewards (eg. Company Merchandise, Extra PTO Day, Lunch with a Leader)

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Engagement % Data Overview

- Benchmark data for companies that have **monetary peer to peer recognitions disabled** (employees don't have points to give), have an **average engagement rate of 11%**

- Benchmark data for companies that have **monetary peer to peer recognitions enabled** (employees have points to give), have an **average engagement rate of 68%**
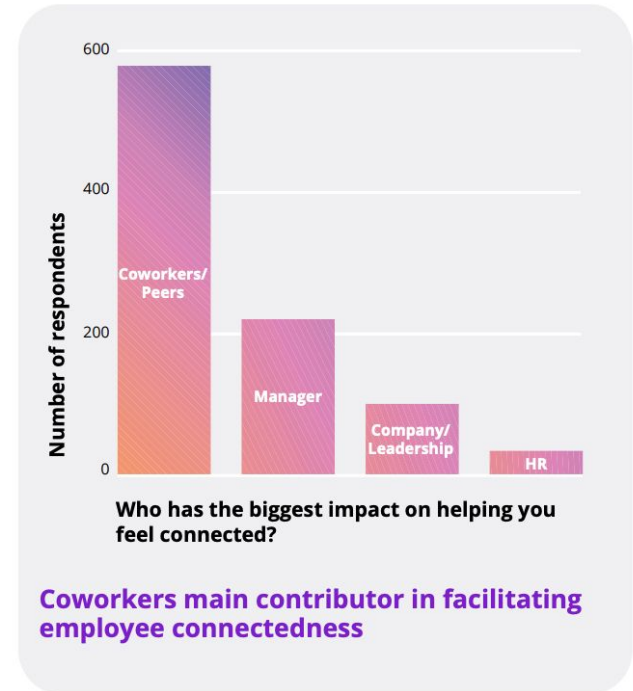
Source: Enboarder , pg. 5

Impact of Monetary Peer-to-Peer to Engagement %

● No Monetary Peer-to-Peer   ● Monetary Peer-to-Peer

Average: 68%

Average: 11%

Company

Data analysis made from a sample of Bucketlist Clients

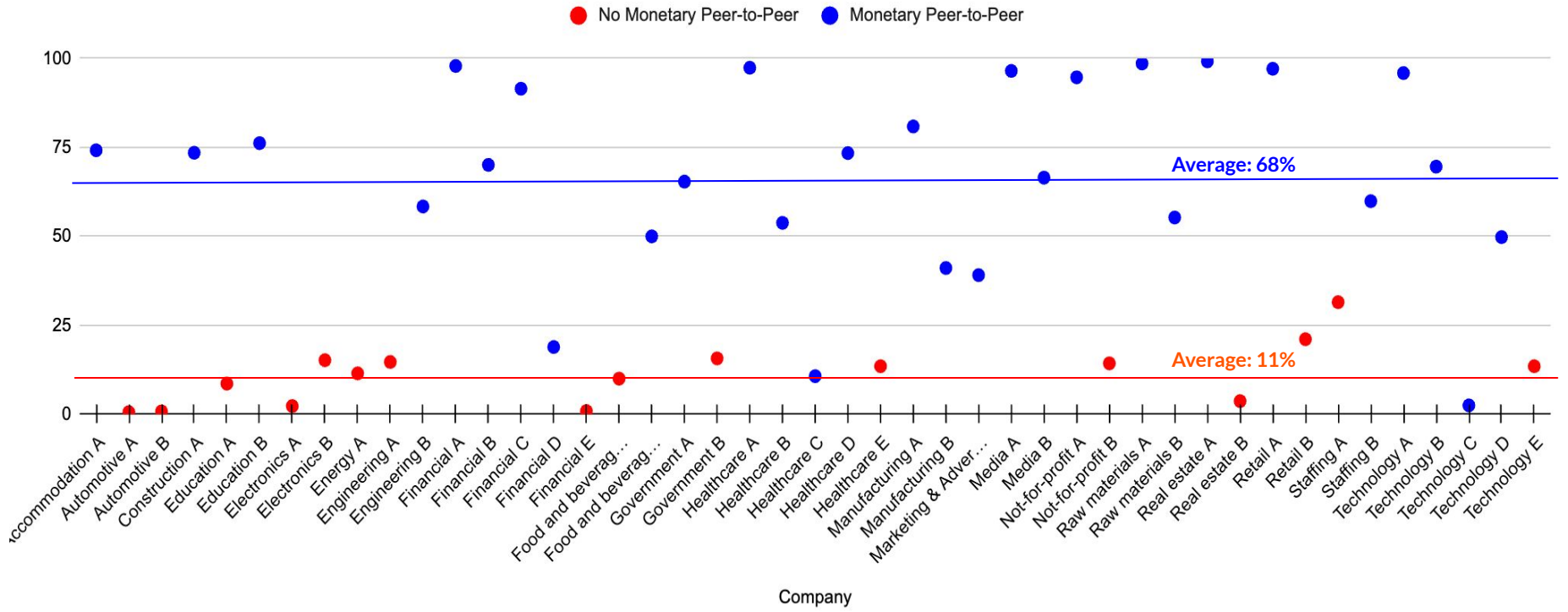| Industry (sample of 45 companies)	Employee allocated $ points/Peer-to-Peer	
	No	Yes
Accommodation		74.2
Automotive	0.7	
Construction		73.5
Education	8.6	76.2
Electronics	8.75	
Energy	11.5	
Engineering	14.7	58.4
Financial (Finance)	0.9	69.6
Food and beverage	10	50
Government - federal/state/local	15.7	65.4
Healthcare	13.5	58.825
Manufacturing		61
Marketing & Advertising		39.1
Media		81.5
Not-for-profit	14.3	94.7
Raw materials		76.95
Real estate	3.7	99.2
Retail	21.1	97.1
Staffing	31.5	59.9
Technology	13.5	54.45

Common Ranges For Points to Give Per Role + Awards

Recognition Program	Reward Amount
Peer-to-Peer / Manager-to-Peer	$5 - $20+ per month is the most common value. Some companies start with only Managers who have a budget but engagement is highest when peers can give points too.
Years of Service	Between $25 - $100 + per year of service, often recognizing every 5 years. Eg 1, 5,10, 15 +
Manager Spot Awards & Performance Rewards	Varies considerably depending upon the impact. Typically between $25 - $500+

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Point to Dollar Ratios

- Most companies have 1 point equal anywhere between $0.10 - $1
- The most common value is 1pt= $.10 (e.g. one point is equal to ten cents)
- The 2nd most common value is 1pt= $1.00 (e.g. one point is equal to one dollar)

Common Points to Give Per Role (Monetary P2P + M2P)

Role	Budget	Interval	Total
Company Admin	$20.00	monthly	$240.00 / year per company_admin $20.00 / month per company_admin
Executive Vice Presidents	$100.00	monthly	$1,200.00 / year per executive-vice-presid $100.00 / month per executive-vice-presid
Leader C	$200.00	monthly	$2,400.00 / year per leader-c $200.00 / month per leader-c
Leader B	$150.00	monthly	$1,800.00 / year per leader-b $150.00 / month per leader-b
Leader A	$100.00	monthly	$1,200.00 / year per leader-a $100.00 / month per leader-a
Employee	$20.00	monthly	$240.00 / year per employee $20.00 / month per employee

1pt= $0.10
Custom Manager Roles:
Executives
Leader A= 1- 5 Direct reports
Lader B = 6-10 Direct reports
Leader C - 11+ Direct reports
Company Size: 1,100
Industry: Government

Employee	$5.00	weekly	$260.00 / year per employee $21.67 / month per employee
Manager	$10.00	weekly	$520.00 / year per manager $43.33 / month per manager
Company Admin	$10.00	weekly	$520.00 / year per company_admin $43.33 / month per company_admin

1pt= $0.10
No Custom Roles
Company Size: 50
Industry: Technology

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Common Points to Give Per Role (Monetary P2P + M2P)

Role	Budget	Interval	Total
Employee	$2.00	monthly	$24.00 / year per employee $2.00 / month per employee
Manager	$50.00	monthly	$600.00 / year per manager $50.00 / month per manager
Company Admin	$250.00	monthly	$3,000.00 / year per company_admin $250.00 / month per company_admin

1pt= $0.10
No custom roles
Company size: 45
Industry: Non-profit

Role	Budget	Interval	Total
Employee	$20.00	monthly	$240.00 / year per employee $20.00 / month per employee
Leader	$100.00	monthly	$1,200.00 / year per leader-1 $100.00 / month per leader-1
Manager	$50.00	monthly	$600.00 / year per manager $50.00 / month per manager
Company Admin	$100.00	monthly	$1,200.00 / year per company_admin $100.00 / month per company_admin

1pt= $0.10
Custom role: Leader
Company size: 115
Industry: Insurance

bucketlist

Common Points to Give Per Role (Monetary P2P + M2P)

Role	Budget	Interval	Total
Employee	$2.00	monthly	$24.00 / year per employee $2.00 / month per employee
C Suite	unlimited		unlimited
Manager	$16.75	monthly	$201.00 / year per manager $16.75 / month per manager
Company Admin	unlimited		unlimited

1pt= $0.25

Custom role: C-suite

Company size: 65,000

Industry: Health Care

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Common Points to Give Per Role (Monetary M2P)

Role	Budget	Interval	Total
Company Admin	unlimited		unlimited
Manager 16+	$62.00	monthly	$744.00 / year per manager-16-2 $62.00 / month per manager-16-2
Manager 6-15	$25.00	monthly	$300.00 / year per manager-6-15 $25.00 / month per manager-6-15
Manager 1-5	$17.00	monthly	$204.00 / year per manager-1-5 $17.00 / month per manager-1-5
Executive	$30.00	monthly	$360.00 / year per executive-20 $30.00 / month per executive-20
Director	$20.00	monthly	$240.00 / year per director-3 $20.00 / month per director-3
Manager	$5.00	monthly	$60.00 / year per manager $5.00 / month per manager
Employee	-	-	-

1pt= $.10

Non-monetary P2P recognition (Employees have no points to give)

Custom Manager roles based on # of direct reports

Company size: 550

Industry: Retail

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Common Points to Give Per Role (Monetary M2P)

Role	Budget	Interval	Total
Employee	-	-	-
Manager	$25.00	monthly	$300.00 / year per manager $25.00 / month per manager
Company Admin	unlimited		unlimited

1pt= $1.00

Non-monetary P2P recognition (Employees have no points to give)

No custom roles

Company size: 2,500

Industry: Retail

bucketlist

Common Points to Give Per Role (Monetary M2P)

Role	Budget	Interval	Total
Employee	-	-	-
Manager	$20.00	weekly	$1,040.00 / year per manager $86.67 / month per manager
Manager 2	$100.00	weekly	$5,200.00 / year per manager-2-10 $433.33 / month per manager-2-10
Company Admin	$1,330.00	yearly	$1,330.00 / year per company_admin $110.83 / month per company_admin

1pt= $0.10

Non-monetary P2P recognition (Employees have no points to give)

Custom Manager role: Manager 2 - based on 5+ direct reports.

Company size: 1,500

Industry: Hospitality

Spot Award Criteria Examples

Award Type	Criteria	$
Thank you	Everyday 'Thank you' for doing great work or helping others.	0 - 5
Appreciation	Going above and beyond, taking initiative etc.	10
Spotlight Award - Silver	Employees who went above and beyond their typical duties to assist the team and external stakeholders. Acknowledge the contributions of employees who have particularly excelled in the execution of a job duty or project.	25
Spotlight Award - Gold	Acknowledge the contributions of employees who have particularly excelled in the execution of a job duty or project. Receives positive client or partner feedback in writing or through online channels often.	50
Leadership Award - Silver	Demonstrates exceptional leadership consistency (monthly). Has a high performing team who meets KPIs, goals and targets.	100
Leadership Award - Gold	Demonstrates exceptional leadership weekly/daily. Has an extremely high performing team or department who exceeds KPIs, goals, targets, etc. Monthly/ Quarterly.	250
Excellence Award	Outstanding Performance and/or Leadership, Exemplary showcases company values. Contributed to company success through strategy, goal setting, tactics, achievements, projects etc.	500

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Spot Award Criteria Examples

Award Type	Criteria	$
Employee of the Month	Nominated-based Award. An employee who goes above and beyond the past month for their clients, department or the company. The nominator must provide examples of what the employee has accomplished in the last month and which core values were demonstrated	25
Quarterly MVP Award	Nominated-based Award. An employee who has had the largest impact on their team in a positive way. This should embody dedication to the team, putting colleagues and others first and providing maximum effort in their role in order to make the company successful. Please provide three "above and beyond" examples as to how this employee has over-achieved in their role by exhibiting these behaviors.	50
Quarterly Innovation Award	Nominated- based Award. An employee who challenges the status quo and has developed innovative solutions to successfully enable positive change for the company. The nominator must provide two examples as to how this employee has over-achieved in demonstrating "outside the box" thinking to create solutions.	100
Annual Core Value Award	Nominated-based Award. An employee who goes above and beyond on a daily basis to demonstrate Company Core Values. Their actions have resulted in an exceptional experience for colleagues, leadership, clients and sponsors. The nominator must provide an example for each Core Value and a specific situation in which the values resulted in an extraordinary experience.	500

Service Award Criteria Examples

Award Type	$
1 year of service	10- 50
5 years of service	50 - 100
10 years of service	100 - 150
15 years of service	150 - 200
20 years of service	200 - 250
25 years of service	250 - 300
30 years of service	300 - 350
35 years of service	350 - 400 +

Most companies start with a base dollar amount for 1 year of service and add in $25 - $50 increments every milestone year (eg. every 5 years)

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Spot Award Badge Examples

Thank you
This award can be given to an employee for helping on something as large as a project or as small as helping to answer an email. This award can be given to an employee to say "thank you" for virtually anything!

Well Done
This award can be given to an employee for carrying out a task or project successfully or satisfactorily.

Women's History Month
In celebration of Women's History Month, please use this badge to recognize your female, male, trans, and non-binary colleagues who emulate, inspire and drive gender equality forward.

Lucky Award
Use this award to tell your colleagues why you are "lucky" to have them as colleagues!

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Spot Award Badge Examples

Employee Referral Program
Employee Referral Program

Project Achievement Award
Project Achievement Award

Collaboration Award
This award can be used to recognize the great cross-team collaboration that's already taking place at A███. Use it to reward two or more colleagues from different teams who collaborated.

Congratulations
This award can be given to an employee to praise achievements or any milestones.

Above and Beyond
This award can be given to an employee for doing more than expected, paying attention to small details, and going the extra mile in any and all circumstances.

Positive Energy!
In recognition of always being a shining star and bringing energy to the workplace!

Rising Star
In recognition of learning and picking up on new tasks quickly!

Team Leader
In honor of your superior performance and leadership this year.

Teamwork makes the Dreamwork
In recognition of helping your fellow co-workers!

The Motivator
In recognition of being a team leader and motivating everyone around you!

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Spot Award Badge Examples

High Five - Blown Away Thanks!
Blown Away Thanks!

High Five - Bravocado
Bravocado

High Five - Bravocat
Bravocat

High Five - I'm Berry Proud of My Team
I'm Berry Proud of My Team

High Five - Lettuce Celebrate
Lettuce Celebrate

High Five - One in Cha Million
One in Cha Million

High Five - Taco-bout Awesome!
Taco-bout Awesome!

High Five - What a Grape Team
What a Grape Team

High Five - What a Pearfect Team
What a Pearfect Team

High Five - You are Unbeetable
You are Unbeetable

High Five - You're a Life Saver
You're a Life Saver

High Five - You're the Zest
You're the Zest

High Five - Team of Rockstars
Team of Rockstars

High Five - Thanks Shallot
Thanks Shallot

High Five - Thank You for Helping Meowt
Thank You for Helping Meowt

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Recognition Points Guidance Examples

Peer Behavior	Description	Suggested Point Amount
Thank you or job well done	Given to an employee to recognize a small, helpful contribution, exemplifying our core values. This recognition is not required to be tied to a specific project/body of work. Consider this behavior a "High Five' , "Kudos" or "Thank you"	2- 5 pts
Congratulations or Personal accomplishments	Given to an employee to recognize personal contribution to a project or body of work or a personal milestone like a new baby or buying a house . Consider this behavior a celebratory achievement where the employee has gone above and beyond in their work or achieved a personal life goal.	5 - 10 pts
Excellence in performance	Given to an employee to recognize excellent project execution or body of work. Consider this behavior as an excellent achievement.	10 - 20 pts
Leadership qualities	Given to an employee or leader to recognize leadership abilities. Influential, inspirational, excellent business judgement, etc.. Consider this behaviour with current or future leaders.	15 - 20 pts
Results achieved or exceeded	Given to an employee who has achieved or exceed expectations for a client or project. Consider this behavior as exceptional work by thinking outside the box and delivering solid business results.	15 - 20 pts
Team Accomplishments	Given to a team or department for accomplishing a team goal or project. Results are well received internally and externally and drive business success and/or profitability.	20- 50 pts

These are examples of employee behaviour and the suggested amount of points to attach to the recognition. Modifying these guidelines to your organization is encouraged!

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Best Practices for Program Engagement

TIMELY

Make sure the recognition is given within a day of the good deed taking place. Real-time recognitions are more meaningful for your colleague.

SPECIFIC

Ensure that recognition messages are as clearly defined as possible. Tell your colleague why you're recognizing them or the impact they made on the team or company.

FREQUENT

Recognition should happen all the time. We recommend anywhere between daily and weekly. Rotate between team members and departments. Share appreciation across the whole company.

CORE VALUE

Attach a core value to every recognition to keep at the forefront of your employees minds. Stay connected and aligned with the company's purpose.

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Automated Award Examples

Marlisa Madden received an award for

Happy Birthday
We hope your special day will bring you lots of happiness and fun. Happy birthday!

Curtis Steeksma received an award for

Welcome
Congrats, you received an award for your first login!

Anthony Chard received an award for

5 Years of Service
Congratulations on your service anniversary today!

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Spot Award Examples

Rodrigo Ortega received an award for [DELIVER AWESOME] [ONE TEAM]

Collaboration Award
I appreciate the energy and positivity you bring to collaborations with colleagues or our providers. Rock on!

Jessica Hessels received an award for [ONE TEAM]

Thank you
you are collaborative, focused on problem solving, sensitive to time sensitive but last minute requests from clients, and a pleasure to work with. I am so glad you're our go to for deployments, we are so lucky!!!

Ptashi Dunchie received an award for

Employee of the month
Congratulations! :]

Your profile will now reflect the 'Employee of the Month badge' and you are awarded 1,000 points! Thank you for all you do for your colleagues and the company!

BucketList

Recognition Examples

Katie Wray was recognized for CARE FOR CUSTOMERS AND EACH OTHER

Thank you for organizing a fun virtual event today. I absolutely love team events.

45 POINTS + 45   +   From Maria Sofia

Paul Wierenga was recognized for RAISE THE BAR

Some pretty impressive juggling this week, helping us keep things organized and prioritized

20 POINTS + 58   +   From Day Kirby

Rodrigo Ortega, and **Jessica Hessels** were recognized for CARE FOR CUSTOMERS AND EACH OTHER

Thank you for quickly covering support queue today for Sara. Really appreciate it!

30 POINTS + 40   +   From Dale Lawrence

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Experiential Reward Examples

Experiential Reward options may vary depending on country & location

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Gift Card Examples

Gift card options may vary depending on country

Donation Examples

Charities may vary, based on country. Donations fulfilled by Bucketlist are available in the US and Canada. Company can add and fulfill any custom charity of choice!

Custom Company Reward Examples

Vacation Day

Enjoy one additional PTO day added to your bank (8 hours)

🏪 175

Free Spouse/Significant Other ticket to holiday party

1 free ticket for your spouse or significant other to attend the holiday party.

🏪 100

Starbucks Coffee Delivered by Your Manager

Enjoy your choice of Starbucks beverage hand delivered to you by your manager.

🏪 10

Gym Membership

Get your sweat on with this monthly or annual gym membership!

🏪 150 - 4800

Get creative and customize your company rewards!

b bucketlist

Program Resources Examples

Download the Bucketlist App!

FAQ:

1. How do I change my password?
2. How do I give a recognition?
3. How do points work?
4. How long does it take to receive my reward redemption?
5. How do I opt-out of Birthdays or Anniversary Awards?

Use these examples in the 'resources' section in your Bucketlist platform!
Add in your unique program guidelines, FAQs and any other information you want your team to know about your program.

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Additional Resources

Blog Posts
Case Studies
Webinars

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