

LIVE SESSION + LIVE DIAGNOSTIC

The Achieve Appreciation Wheel

A working framework for designing the rewards and recognition program your people actually feel, built from hundreds of sessions with senior people leaders in the Achieve Leadership Network.

**The hub: Listen First**

Employee voice belongs in the design of the program, not just the feedback after launch. Every segment of the wheel is powered from the hub.

The rim: Genuine. Specific. Consistent.

The quality standard that holds the wheel true. Recognition that misses any of the three stops being felt, no matter how well the program is funded.

Six segments, one turning wheel

Most programs run on one or two segments. The wheel turns when all six carry weight, from everyday manager habits to pay fairness to measured reach.

8x

more engaged with regular recognition than an annual bonus alone

~3x

more likely to be engaged and productive when recognized

80%

say they would work harder if they felt more appreciated

~1 in 2

would leave a job that does not recognize their work

● Everyday Appreciation

Frequent, small, and personal beats rare and expensive. Managers recognize daily effort in each person's own appreciation language; meaningful recognition shows people they matter, names the impact, and points forward.

● Peer-to-Peer Recognition

Social recognition between colleagues can be as powerful as anything a manager gives. Make it one-click easy, visible, and open to everyone, so appreciation stops depending on where you sit on the org chart.

● Leader & Values Recognition

Executives model it personally and sponsor it visibly. Values-anchored awards reinforce the exact behaviors you want repeated, turning recognition into culture, not ceremony.

● Moments That Matter

Recognition is wired into the moments that shape someone's stay: the first 90 days, milestones and anniversaries, and the remote and frontline colleagues who in-person moments miss. Published workforce research finds a strong early welcome carries roughly twice the belonging impact.

● Fair Foundations

Appreciation cannot outrun pay that feels unfair. Recent pay equity audits, benchmarked and published ranges, and managers who can explain the reasoning behind pay keep the wheel on solid ground.

● Measure & Refresh

Track whether recognition reaches everyone: adoption by team and segment, regrettable attrition, exit themes. Compare against your own baseline rather than generic benchmarks, and refresh the program as your workforce changes.

Take your read live, during the session

Every attendee takes the Achieve **Appreciation, Recognition & Pay Fairness Assessment**, 20 questions, about 7 minutes, and leaves with a banded read across all six segments of their own wheel: recognition practice, recognition quality and equity, pay fairness practice, and how pay is actually experienced.

assessments.achievenet.org