

MARKETPLACE APP · LEARNING-GROWTH

Recognitions

Peer-to-peer recognition and awards program.

Updated July 2026

MODEL	TIER	CAPABILITIES	INTELLIGENCE
Licensed · opt-in	Suite	36+	AI-powered

OVERVIEW

Recognitions provides a comprehensive platform for employee recognition, peer-to-peer appreciation, and rewards management. Create customizable recognition programs with configurable categories, point values, and approval workflows. Employees can nominate peers, give quick shout-outs, and celebrate achievements through a social recognition feed with reactions and comments. Managers gain visibility into team recognition activity with dedicated dashboards, pending approval queues, and the ability to track recognition trends over time. Budget management tools let admins allocate monthly recognition budgets per department or group, with automatic spend tracking and overage alerts. Built-in analytics provide insights into recognition frequency, top contributors, program utilization, and engagement patterns with CSV and Excel export. Additional features include anonymous recognition, milestone tracking for work anniversaries and birthdays, a public recognition wall, weekly digest emails, and an AI-powered agent for querying recognition data through the Ask AI sidebar. Integrates with the Performance Management module to surface recognition history during reviews.

WHY TEAMS CHOOSE IT

- Send peer-to-peer recognitions tied to company values, with points and a personal message.
- Turn a quick thanks into a specific, sincere recognition with an AI writing coach — you review before it posts.
- Recognize in the flow of work — from a chat message, by voice, or one tap on a shared-device kiosk wall.
- Recognize a whole crew at once with group recognition — one post per person, full points each.
- Run structured award programs and time-boxed nomination cycles with multi-level approval.
- Redeem earned points in the Company Store, climb the leaderboard, and relive your year with Recognition Wrapped.

CAPABILITIES

Recognition Types

- ✓ Peer-to-peer recognition post with company-value badge
- ✓ Manager-to-employee awards and quick shout-outs
- ✓ Group recognition — recognize several people at once — One post per recipient, full points each, shared group thread; up to 50 recipients
- ✓ Lifecycle milestone awards (service anniversary, birthday, role anniversary, promotion)
- ✓ Boost — add points to a colleague's existing recognition
- ✓ Anonymous recognition (admin-configurable, off by default)
- ✓ Bulk recognition import (CSV) — upload a roster, each row becomes a full award — Rows post through the same pipeline as manual awards — notifications, store-points credit, and budget draw-down all fire

Writing, Voice & In-the-Flow

- ✓ AI message coach — rewrites a draft warmer and more specific (review before posting)
- ✓ Voice-to-text via browser speech recognition — Hides itself on browsers/devices without speech support
- ✓ Smart recipient suggestions ranked by work context
- ✓ Recognize straight from a chat message
- ✓ Inline message translation to the viewer's language
- ✓ AI Recognition Agent — give recognition, submit nominations, approve/reject via chat

Nominations, Approval & Moderation

- ✓ Custom award programs with categories, value ranges, and per-program eligibility
- ✓ Nomination form with title, description, justification, and attachments
- ✓ Time-boxed award cycles with committee winner selection
- ✓ Manager approval + multi-level approval (up to 5 levels) with AI content-moderation queue

Points, Rewards & Budgets

- ✓ Value-bearing recognition points per award
- ✓ Monthly peer giving allowance (Mango Kudos) per role tier
- ✓ Per-program and hierarchical group/department budgets with spend tracking + overage alerts
- ✓ Anti-gaming governance — max recognitions per giver per month + duplicate-recipient cooldown — Opt-in; 0 = off. Exempts system-generated awards (cycles, nominations, milestones)
- ✓ Reward-points exclusion by worker classification (contractors, interns, volunteers)

Feed, Sharing & Recognition Wall

- ✓ Organization-wide social feed with filters and visibility scopes (public, department, team, private)
- ✓ Reactions (emoji) and comments on posts and awards
- ✓ Share / re-share recognition posts
- ✓ Kiosk recognition wall with tap-to-applaud (shared device, no login)
- ✓ Printable recognition card with scan-to-view QR code

Insights & Notifications

- ✓ Leaderboard (top recognized + top givers)
- ✓ Recognition Wrapped — personal year-in-review recap
- ✓ Value-of-the-Month spotlight, under-recognized-value nudge, and pay-it-forward prompt
- ✓ Participation, at-risk, and retention-correlation analytics with CSV / Excel export
- ✓ Industry benchmark comparison — your participation and recognitions-per-employee vs. published R&R benchmark bands — Illustrative published-research averages, labeled as such; override with your own source in settings
- ✓ Notifications to recipient / approver / author + opt-in weekly digest email

Integrations & Ecosystem

- ✓ Company Store points redemption + period sync — Received points bank in the recipient's Company Store balance; redemption happens in the separate Company Store app
- ✓ Performance-management integration (EPMS) — recognition summary surfaced inside performance reviews
- ✓ Auto-recognition when an EPMS goal or training course is completed — Fires a real award through the standard award pipeline (goal trigger is admin-toggled)

Limits & Specs

Recognition post content length	10–1,000 characters
Max approval levels per program	5
Default monthly giving allowance	1,000 IC / 2,000 manager / 5,000 leadership points
Social-action rate limits	30 reactions, 10 comments, 20 shares per minute; 10 nominations per hour
Anniversary milestones (default, admin-configurable)	1, 3, 5, 10, 15, 20, 25, 30 years

USE CASES

• Peer shout-out

An employee recognizes a teammate for going above and beyond, attaching a company-value badge and a personal message that posts to the feed.

• Award nomination

A manager nominates a direct report for Employee of the Quarter; the nomination routes through multi-level approval before it's announced.

• Team engagement review

An HR manager reads the leaderboard and at-risk signals to find teams with low recognition activity and plan engagement initiatives.

• Points redemption

An employee spends accumulated recognition points on a gift card or swag in the Company Store once they hit the minimum threshold.

- **Recognize the whole crew**

A shift lead recognizes everyone who covered a tough weekend at once with group recognition — one personal post per teammate, full points each, on a shared thread.

- **Frontline shout-out by voice or kiosk**

A floor associate taps the mic to speak a thank-you, lets the AI coach sharpen the wording, and posts — or applauds a teammate on a shared-device kiosk wall, no corporate login required.

PRICING & LICENSING

License

Required (opt-in per business)

Tier

Suite

Pricing is tailored to your organization — [talk to sales for pricing & a live demo](#). Final commercial terms per your agreement.

FAQ

How do recognition points work?

Each recognition can carry a configurable number of points. Received points accumulate in the recipient's balance and can be redeemed in the Company Store when that app is enabled. Separately, admins can turn on a monthly peer giving allowance so employees have their own points to give.

What's the difference between Recognitions and the Company Store?

They're two separate apps that work together. Recognitions is where appreciation happens — posts, badges, awards, and the points that come with them. The Company Store is the redemption catalog where those earned points are spent on swag and gift cards. Points a person receives bank into their Company Store balance, but the actual redemption happens in the Company Store app, which has to be enabled separately.

Can I create custom award programs?

Yes. Admins can create award programs with custom categories, value ranges, eligibility criteria, nomination forms, and approval chains of up to five levels. You can also run time-boxed award cycles where a committee selects the winners.

Can I recognize a whole team at once?

Yes. Group recognition lets you pick several teammates in one flow and posts an individual recognition per person — each recipient gets the full points, not a split share — while a shared group thread ties them together. You can recognize up to 50 people in a single group recognition.

Is recognition activity visible to the whole company?

Yes. Recognitions appear in a social feed that employees can view, react to, and comment on. Each post has a visibility scope — public, department, team, or private — and admins control feed-wide settings.

How do you keep points from being gamed?

Optional governance controls cap how many recognitions a single person can give per month and enforce a cooldown before the same recipient can be recognized again. Both are off by default (set to 0), and system-generated awards — award cycles, approved nominations, and milestone celebrations — are always exempt. High-value peer gifts can also be held for approval above a points threshold you set.

Does it integrate with performance reviews?

Yes. Recognition history is surfaced inside the Performance Management (EPMS) review, so a manager sees a person's recognitions in context during a review. Admins can also enable auto-recognition that fires a real award through the standard pipeline when an EPMS goal or a training course is completed.

Does it help employees write a better recognition?

Yes. An optional AI message coach rewrites a quick draft into a warmer, more specific message that names a concrete contribution and its impact. It never invents facts and never auto-posts — the employee reviews the suggestion and chooses to use it or keep their own wording.

Can frontline staff recognize without typing?

Yes. Employees can dictate the message with browser voice-to-text, recognize a teammate straight from a chat message, or tap to applaud on a shared-device kiosk wall — no corporate email or keyboard required.

Does Recognitions require a license?

Yes. Recognitions is a licensed app that each business opts into — there's no automatic free tier. An admin enables it for the tenant, and per-employee giving allowances, budgets, and program settings are configured from there.