



## Employee Rewards Program Self-Assessment

Category	Service or Feature	Current Availability
<b>Strategic Alignment</b>	Are your rewards aligned with Herzberg's Motivators (recognition, personal growth)?	Yes / No
	Do your reward strategies align with your overall company culture and values?	Yes / No
	Are you continually adapting your rewards program to meet evolving employee needs and preferences?	Yes / No
	Is your rewards program is aligned with the company's core values and strategic goals?	Yes / No
	Is your rewards program aligned with the company's core values and strategic goals? Does your current System support different incentive programs (loyalty, employee recognition, SPIFFS, channel partner, rebates, wellness)? Is your rewards program aligned with the company's core values and strategic goals?	Yes / No
<b>Technology &amp; Innovation</b>	Does your rewards program offer time-saving options (e.g., efficient redemption systems)?	Yes / No
	Digital and Multilingual Options: Assess if the program offers digital rewards and multilingual options.	Yes / No
	Brandable Technology: Inclusion of brandable and customizable technology solutions.	Yes / No
	Does your current program adheres to advanced industry data compliance and modern security standards?	Yes / No
	Can you evaluate your program with advanced analytics for insights and strategy development in real-time?	Yes / No
<b>User Experience</b>	How easy is it for employees to access and redeem rewards?	Easy / Satisfactory / Difficult
	Is there a diverse selection of rewards (monetary, non-monetary, experiences) for your participants?	Yes / No
	Do you have real-time support and feedback mechanisms available for users?	Yes / No
	Do your rewards cater to the needs of autonomy, competence, and relatedness (Self-Determination Theory)?	Yes / No
	Does your program allow personalization and choice in rewards?	Yes / No
	Are there opportunities for team bonding and shared experiences in your rewards?	Yes / No
	Do you regularly solicit employee feedback to improve the rewards program?	Yes / No
Is there a balance between tangible rewards and experiential or developmental rewards?	Yes / No	



## Employee Rewards Program Self-Assessment

Category	Service or Feature	Current Availability
<b>Marketing &amp; Communication</b>	Is your current program's benefits and processes communicated clearly to all participants?	Yes / No
	Are you able to evaluate strategies used to engage and motivate participants continuously?	Yes / No
	Are your current program's benefits and processes communicated clearly to all participants?	Yes / No
<b>Competitive Edge</b>	Have you incorporated elements of Positive Psychology (e.g., strength-based rewards)?	Yes / No
	How does your program stand against your company's competitors in terms of reward selection and innovation?	Leader / Average / Behind
	Do you have access to market trends and program improvement based on evolving needs of your employees?	Yes / No