Top-Rated Employee Recognition

How to Encourage Employees to Share Positive Feedback with Custom Taco Tags

HeyTaco July 24, 2018 · 5 min read

It can be easy to overlook the contributions of individual team members and instead focus on the success of your whole company when your employees are reaching their goals and operations are running smoothly. However, neglecting to share feedback and acknowledge how your employees' individual efforts have led to your company's successes can make your employees feel underappreciated, leading to low productivity rates, low morale, and high employee turnover.

A 2013 survey by Gallup found that about 70% of employees surveyed aren't feeling engaged in the workplace as they should be. This feeling of disengagement is partly due to employees feeling that their feedback or their experiences in the workplace is not being addressed adequately.

Gartner's survey also found that employees don't understand how their organizations plan to increase engagement. Gartner recommends that HR professionals develop a shared language with employees and discuss their experiences with them so they can make informed decisions about employee engagement based on employee feedback.

HeyTaco encourages teams to increase employee engagement at every level by enabling three types of employee recognition: peer-to-peer recognition, top-down recognition, and HeyTaco rewards. Using employee recognition and rewards to increase engagement at every level helps keep employees motivated and and foster a culture of gratitude and appreciation. Using HeyTaco to share positive feedback encourages the feedback between teams and across managerial levels. HR professionals can learn how to work with team members at every level of their organization to make actionable changes that best address employee concerns.

When you encourage your employees to share feedback and promptly show appreciation for positive feedback while taking steps to address the sources of negative feedback, you show employees that their input has value.

Showing employees that their input is valued can improve their morale, increase productivity, encourage them to share feedback with their managers and colleagues, and foster a culture of gratitude.

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Encouraging Positive Feedback and Peer-to-Peer Recognition with Taco Tags

Studies show that employees who receive meaningful, individualized feedback quickly and frequently are more motivated to do outstanding work. When employees express gratitude when giving feedback to their peers, they create a more productive, happier, and more engaged workplace.

HeyTaco allows team members to share feedback and recognize each other's successes by tagging their messages with Taco Tags. Taco Tags are hashtags that team members can add to their messages to draw attention to company values, goals, discussion topics, or anything else they can think of. Taco Tags are designed to be flexible so teams can customize HeyTaco to fit their company's culture.

HeyTaco's Taco Tags can be used in open tagging system, so employees can tag their messages freely and share their insights quickly without having their messages flagged by moderators. The open tagging system encourages employees and team leaders to work together to discover how they can best implement HeyTaco within their teams, allow employees to comply with specific use guidelines and only allowing them to tag their messages with a predetermined set of company hashtags.

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As your company develops its Taco Economy, you can use employee feedback to adjust how you use HeyTaco. For instance, if employees tend to use tags to manage their projects, your team leaders can adapt their recognition strategy by rewarding extra virtual tacos to employees who share the most insightful or creative ideas under each project's tag during project debriefing meetings.

Reinforcing Your Company's Core Values with HeyTaco

Your company's core values are the fundamental principles that guide your organization. Reinforcing your company's core values and encouraging your employees to embody them helps shape your company's culture. It also promotes connection among team members as everyone works to fulfill common goals that are guided by your company's core values.

Using an employee recognition program like HeyTaco can help you remind employees of your company's core values as you recognize and reward employees who embody those values in the workplace. For example, during discussions and meetings, you can ask your employees to use Taco Tags to tag their messages with relevant company values, then reward virtual tacos to employees who embody those values when contributing to the discussions.

Recognizing and rewarding employees whose messages and Taco Tags demonstrate an understanding of your company's values ensures that your employee engagement strategy is successful and aligns with your company goals, which makes the recognition and rewards more meaningful.

Incorporating Taco Tags Into Your Company's Culture

If you haven't had experience with employee recognition programs, introducing HeyTaco to your employees and using it to encourage positive feedback and routine forms of recognition while sharing and enforcing your company's values might seem complicated and inconvenient. However, with careful planning, you can use Taco Tags to make employee recognition practices into your company's existing procedures.

Adding HeyTaco to your company's existing procedures can simplify your team's transition to using Taco Tags and virtual tacos to share positive feedback and build a culture of recognition. You can incorporate Taco Tags into your workflows, discuss your team's HeyTaco features, and help your team adjust to using Taco Tags to share feedback with these techniques:

- **Introduce New Employees to HeyTaco During Onboarding**

Teaching new employees how to use HeyTaco during onboarding can help them learn more about your company's values and procedures and become acclimated to your company's culture. Introducing new employees to HeyTaco during their onboarding helps them with an easy-to-follow guide that explains how your company uses HeyTaco.

Your HeyTaco guide should include an overview of HeyTaco's features, an explanation of how your company uses HeyTaco, an explanation of why employee recognition is important to your organization, a list of your company's core values, and an explanation of how your new employee can use Taco Tags to add company values to their messages and send virtual tacos that they can reward for rewards.

Pairing your new employee with an existing employee who can show them how to use HeyTaco's features and answer their questions about your employee recognition program can help them feel more comfortable using HeyTaco.

Once your new employee is comfortable using HeyTaco, ask them to invite them to give a big feedback on how your company uses HeyTaco and ask them to suggest ways that you can make your employee recognition program better. Although you may feel that your current employee recognition program is perfect, it can be helpful to get an opinion from someone new to your company who has an outside perspective.

Celebrate HeyTaco Award Winners in Your Company Newsletter

Company newsletters are a great way to recognize your employees, depict your company's culture, and encourage your employees to read your newsletter. Your internal newsletter can include and encourage employees with HeyTaco shoutouts. You can dedicate a section of your newsletter to providing an overview of your team's most used Taco Tags, featuring some of your top virtual tacos winners, and promoting some of the HeyTaco rewards that were recently redeemed from your company's Taco Shop.

Sharing your company's HeyTaco wins in your company's internal newsletter can encourage team members to use HeyTaco to congratulate each other for the accomplishments listed in the newsletter, thus continuing the cycle of appreciation and gratitude, spreading more positivity, and reinforcing your core values.

Use Taco Tags During and After Meetings

Mandatory meetings often make employees feel disconnected, especially if the meetings' topics have been discussed previously or employees aren't given opportunities to contribute meaningfully. But you can use HeyTaco to make your meetings more engaging and fun.

Consider doing a HeyTaco icebreaker at the beginning of your next team or all-staff meeting. You can recognize and congratulate the employee who has earned the most virtual tacos and the employee who has given out the most virtual tacos since the previous meeting. Acknowledging you team members' accomplishments at the start of meetings reinforces the importance of peer-to-peer recognition in the workplace and builds a stronger, happier company culture.

Using HeyTaco's team leaderboards and analytics to view your team's Taco Economy and acknowledge the week's top virtual taco givers and receivers in Slack or Microsoft Teams. Rewarding your top HeyTaco users with public recognition can encourage your employees to celebrate each other's accomplishments and your company's progress toward work goals, fostering collaboration and reinforcing company values.

If you'd like to involve your employees in using the HeyTaco's user who will be recognized, you can have your team vote on who they believe has sent the most valuable tagged messages during the week. You can create a poll for your employees using a website like SurveyMonkey or Strawpoll or have them send their votes to your HR manager to keep voting anonymous. Involving all your employees in the decision can help you further emphasize engagement and increase your company's sense of camaraderie.

At the end of the week, you can further recognize your employees by featuring your picks for the week's top virtual taco givers and receivers, along with your employees' picks for the team member who has sent the most valuable tagged messages in your company's newsletter.

If you'd like to acknowledge the winners with tangible rewards, you can have them choose a reward from your HeyTaco Shop that they can receive without spending their virtual tacos.

Conclusion

Incorporating custom Taco Tags into your Slack or Microsoft Teams discussions and celebrating your employees with tagged messages and virtual tacos can boost employee morale and foster a positive environment. By sharing positive feedback with your employees, celebrating your team's achievements, and recognizing each employee's contributions, you can increase the importance of gratitude and show your team members that their ideas and hard work are valued.

Start building a culture of gratitude today by posting a message in Slack or Microsoft Teams, tagging the message with one of your company's core values, adding a virtual taco, and tagging a team member who contributes the value, then use leaderboards and analytics to see how using Taco Tags to recognize your employees' achievements has increased positivity and recognition both in your organization's Slack or Microsoft Teams channel and your workplace.

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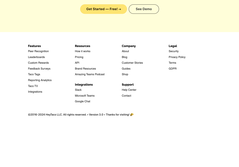

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