

# Fan Growth Cheers Best Practices

Cheers, our recognition program in Fan Growth, allows us to publicly recognize each other by giving small bonuses, or Cheers, that add up over time. You can then redeem these Cheers for various [rewards](#).

## How much should I give?

There are no restrictions on how many Cheers you can give in a single post. We encourage you to use your Cheers wisely, though. Think about your monthly balance—you'll probably have several recognition-worthy events in any given month, so aim for an amount that matches the impact of the action or contribution you are recognizing.



## To ensure your posts are meaningful, make sure they are:



### Timely

Recognition packs a bigger punch if given in a timely fashion. (But better late than never! Use timeliness as a best practice, not a limitation.)

**Tip:** Take 5 minutes after your lunch or use your Focus Friday to think about who deserves a shout-out.



### Specific

Clearly outline why you're acknowledging this person so they understand what they're being rewarded for and can repeat it in the future.

**Tip:** Attach a link or image of the work you're recognizing.



### Values-based

Tying recognition back to our EA core values helps reinforce our culture and brings our values to life.

**Tip:** Look at our company values [here](#) and consider how they relate to the recognition.

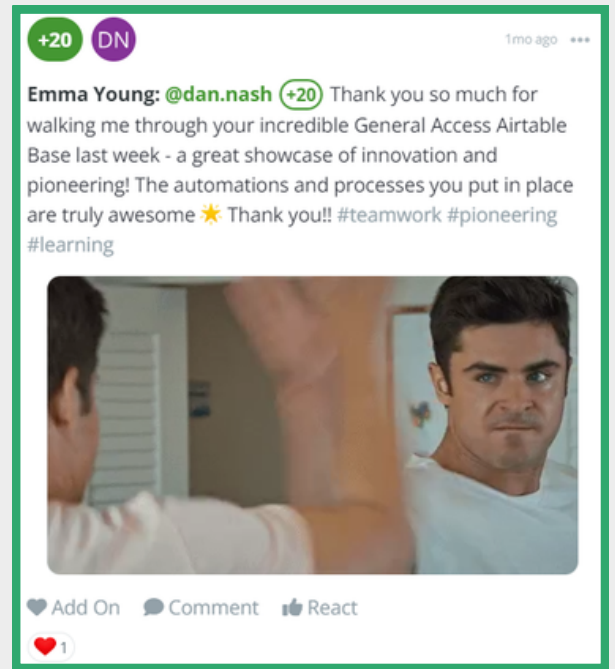
## What else should I know?

- Add to other recognition posts by using the add-on button to quickly appreciate peers and reinforce the impact of their contributions.
- Check out our [#bonusly-cheers](#) Slack channel to see all the great work happening across the org at a glance.
- Give Cheers directly from Slack by typing the following into any Slack channel: /give, the amount, the receiver, the reason for the recognition, and the value. *E.g. /give +5 @ Yukta Gupta Thanks for jumping in this morning to do a quick review on my comm. I would have missed the deadlines otherwise. #teamwork.*
- Follow the guidelines. We monitor posts daily. Posts not following the best practices will be flagged—but don't worry, we'll help you get it right!

## Still trying to figure out how to give impactful recognition? Here's an example of:

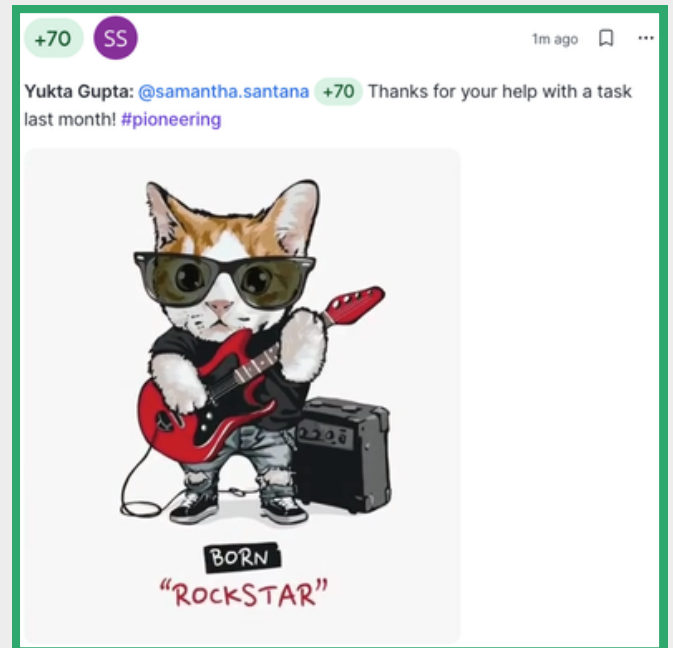
### A good recognition post

- ✓ The post is specific and clearly outlines the actions being recognized so that the behavior can be repeated.
- ✓ This post demonstrates clear actions that align directly with the #pioneering, #teamwork, and #learnings core values (but one would also do the trick!).
- ✓ The amount rewarded matches the effort's value and impact: it was a productive walkthrough of the tool, but probably didn't warrant using all or most of their allowance – this way they can still acknowledge other recognition-worthy events throughout the month.



### A not-so-good recognition post

- ✗ The recipient may find it challenging to connect the recognition to their actions as the post is vague and doesn't align clearly with our values.
- ✗ The value seems too high for this particular contribution (without knowing more about what was actioned or accomplished).
- ✗ The recipient may not recall the precise action that resulted in the reward because the giver withheld the recognition for a month.



## We're here to help

If you have any questions or need more guidance on using Cheers, contact Internal Comms on the [#cheers\\_feedback](#) channel on Slack.