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Our Team Members are the best part of who we are. They reflect the diversity of the global communities we serve and connect our guests to unique experiences around the world at our 7,000 hotels in 122 countries.



At Hilton, we know diversity makes us stronger, strengthening a culture driven by our Team Members' unique perspectives and backgrounds.

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- Competitive wellness benefits
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- Team Member Resource Groups
- Debt-Free Education
- Recognition and rewards programs

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Representative, Positive Recognition Differs For Each Employee

Take a Concerted Effort To Learn Preferences for Acknowledgement

By [DeShaun Wise Porter](#)

Close your eyes for a moment, and think about the last time you felt truly recognized at work.

What was that moment like?

How did it make you feel?

Why did it resonate with you so much?

Was it the words used?

The gesture?

The circumstances?

As employees, we are all motivated to do our best work in different ways, by both internal and external forces. For some, it's the intrinsic motivation to do a good job and achieve. For others, it may be the feeling of being part of a team or a sense of purpose, the feeling that your work truly matters. Some of us are motivated by recognition directly from our leaders. Others may feel a more powerful pull when they are celebrated by their peers.

Effective leaders know that recognition is not one-size-fits-all. One person's excitement at the vision of walking across a stage to accept a plaque for a job well done may be another person's idea of an anxiety-inducing experience. While we all appreciate recognition, the ways in which it's delivered affects how the message is received.

Employee recognition firm Achievers shared that [only 34% of companies give recognition that is inclusive](#). Diversity, equity and inclusion, or DEI, and recognition are often spoken about separately, but there's good reason they should be more naturally and closely joined. The marriage of DEI and recognition is key to delivering programs and awards that celebrate employees throughout their career journey while also personalizing it to their preferences.

So how do you tap into those nuanced preferences around recognition?

Here are a few methods to consider:

- Take time to invest in understanding how cultural and geographical influences may impact the reception of certain recognition. For example, what might be significant and meaningful in one culture or region may be insignificant or carry an entirely different meaning in another.
- Pressure test generalizations and stereotypes by emphasizing the power of personalized recognition. Encourage leaders to ask how individuals within their team prefer to be recognized and be consistent.

- It's important to consider all aspects of inclusive design when launching recognition programs. Can they easily be accessed by all, including employees with differing disabilities? Enhancing technological assets so that recognition platforms are accessible and inclusive to all sends a subtle, yet powerful message.
- Before you launch a recognition program widely, assemble a diverse team to provide feedback. Are there slight changes or tweaks you can make to be sure it's inclusive of all in your workplace?

While there are guidelines for developing a successful recognition program, there is no substitute for evaluating personal preference. By thoughtfully considering a variety of factors that affect how someone receives the idea of praise, leaders can tap into new and powerful lenses of working with employees as they strive to create a truly inclusive environment.

By looking at a whole person and factoring in their cultural background and journey as an employee, you will be able to create truly inclusive, welcomed moments of recognition, which will go a long way of making your employees not only want to stay, but to also do their very best work.

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