



WASATCH I.T.

Culture Study



96% of users are being thanked



1,588 appreciations were sent in the last year



Managers appreciate employees an average of **7.7** times per month



In the last 6 months **439** appreciations were tied to company values



"Motivosity has helped keep me connected with everybody. Even if it's someone I'm not working directly with, I'm able to see the history of what they've been appreciated for by their teammates. So whether I'm recognizing them directly or I can see that others are, I can chime in and give an extra thumbs up."

Sean Beck,
Dir. of Standard Services

Building An Award-Winning Culture With Gratitude

Wasatch IT, Utah's largest locally-owned information and network services company, prides itself on having the kind of culture that wins awards and employees brag about. Using Motivosity, Wasatch IT created a culture where company values are lived every day and employees are seen, heard, and appreciated.

Using Motivosity = Winning (Literally)

Just a few years ago, Wasatch IT was using in-house engagement strategies to try and build the culture of their dreams. In fact, they even applied for culture awards. But guess what? They didn't win. It turns out their employees didn't quite catch the culture fever yet.

So, they decided to give Motivosity a try.

By integrating connection and gratitude into the daily lives of the leadership team and each employee, Wasatch IT has created an award-winning culture where their employees are seen and heard, managers are given tools they need to be successful, and company values are more than words on a wall.

"We were trying to be one of the best places to work and win that award...Unfortunately we didn't get it. But thankfully, we found Motivosity and that's really helped us build our culture. I'm very proud to say that we are defending the best places to work in both Utah Business Magazine and the Salt Lake Tribune."



- Spencer Ferguson, Founder and CEO



"In our weekly meetings, we have awards things that we've excelled in over the week. I've been able to get a few of those. It's fun! I know that I'll be recognized for my success."

Locklin Robinette,
Help Desk Technician

Employees Take an Active Part in Creating Values-Based Culture

While using Motivosity is great in itself, Wasatch IT took it a step further by integrating gratitude and connectedness into everything they do. Using the live recognition feed, the team comes together to celebrate wins, say good job on a project well done, recognize certifications and achievements, and even have a little fun with custom company awards.

Not only is recognition a huge part of the great culture at Wasatch IT, but they make an effort to tie every recognition to a company value. Over the last six months, 439 appreciations have been directly tied to a company value. It's clear that their team agrees with, lives by, and even exemplifies the exact culture they sought to build.

"If we hit company goals, everybody gets a monetary reward. We add the value on their ThanksMatters card to go out and spend. It really helps everybody in the company to row in the same direction."



- Spencer Ferguson, Founder and CEO



"The 1 on 1 feature with Motivosity has been useful for me because it's given us a good way to collaborate and review what we've talked about. On tougher days, I like going back to the notes from my manager and peers and seeing positive things that I've done; it keeps me motivated."

Mark Hernandez,
Help Desk Technician

Edit Award Information

Award Name

Description

Award Icon Select from the icons below or [upload an icon](#)

Information

Custom award images should be square and are resized to 90 pixels by 90 pixels

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Cancel
Next
Save





I've definitely used the tool to appreciate team members, whether it's at the end of meetings or just as we're out and working. I try to keep a good pulse on things that make me feel really good and then sending them recognition immediately."

**Sean Beck,
Dir. of Standard Services**

Managers Have a Pulse on How Their Employees Are Doing

The leadership team at Wasatch IT knew that there was more they could do to level up their managers and engage their employees on a deeper level. So they started to leverage one of the most powerful tools a manager can use to lead their team: the eNPS survey.

"One of my favorite things about Motivosity is the eNPS surveys. Our employees can fill anonymous surveys and tell us how we're doing it as an organization—as an employer. And in our weekly leadership meetings, we look at those every single week to see how we're doing and make sure that we're living up to our goal of being a premium employer."



- Bahar Ferguson, President



Want to see the other culture problems Motivosity solves?

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