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FORGING THE PERFECT RECOGNITION

MOTIVATION

- Recognitions are written commendations for a person's work.

- They increase employee engagement and foster a healthy work culture.

- We want to help authors to write recognitions which are more impactful to their recipients.

Thank you for your **quick response** to the recent project requests!

Thank you so much for all you do to **assist** with the blast emails and web design **this past week**. Your **attention to timelines**, willingness to make changes **so quickly**, and **friendly demeanor** are so nice to work with. Thank you again!

OUR APPROACH

USER

STARTS A RECOGNITION

CLASSIFIER

RATES A RECOGNITION ON A SCALE
{ FAIR, GOOD, EXCELLENT }
{ 1, 2, 3 }

GENERATOR

PREDICTS NEXT SENTENCE FOR AN EXCELLENT RATING

RECOMMENDER

PROVIDES SUGGESTIONS TO USERS

UNIQUE DATASET

2K EXPERT-RATED, 60K UNRATED RECOGNITIONS

AUGMENTATION

PUBLIC DATASETS

CLASSIFICATION

- Experimented with multiple text-embedding methods.
- Augmented with Transfer Learning embeddings (Yelp/Amazon Reviews).
- Exhaustive search through feature combinations.
- Fed into optimised fully-connected neural network architecture.

RESULTS

OVERALL CLASSIFICATION ACCURACY OF 76%.

LESS THAN 1% MISMATCH BETWEEN LOWEST-AND HIGHEST-RATED RECOGNITIONS.

GENERATION

- We adopted two generative approaches, an LSTM and a Skip-Thoughts Model.

- Character-Level LSTM
  - Well-formatted, but somewhat general results.

- Skip-Thoughts Vectors
  - Less-legible results, but show good semantic value.

Key	LSTM	Original Recognition	Skip-Thoughts

You provided tremendous value through your insight and analysis and it was also appreciated by our clients during the review.

→

Very much appreciate your insight, work involving your team, always go above and beyond to ensure they can be relative.

This review enables <UNK> to stand apart from other suppliers and enables us to create a competitive point of differentiation!

it was you for your congratulations, appreciated this contributing both as discussed things the <UNK> partnership

RECOMMENDATION RESULTS AND CONCLUSIONS

- Generations were used to recommend one of four domain expert-selected qualities.

- Evaluation proved that our suggested sentences generally increased rating for recognition.

- While this would need further human testing in practice, we have shown that our system can indeed forge better recognitions.

Performance after replacing two sentences