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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

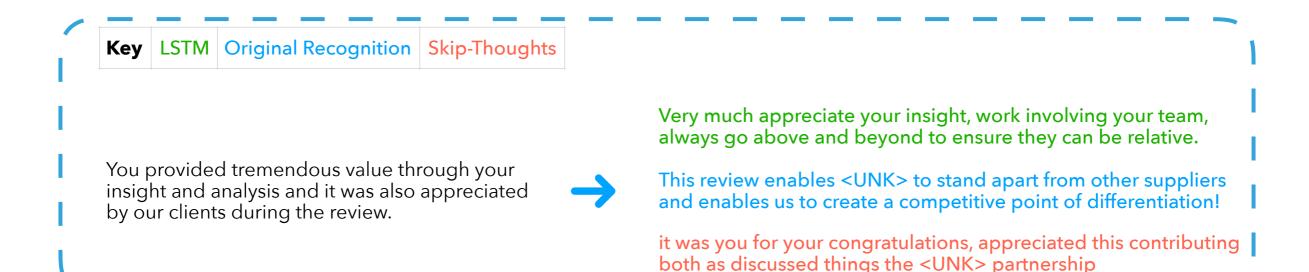
# **CLASSIFICATION**

- 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.



LSTM

## 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.

