



UK EMPLOYEE EXPERIENCE AWARDS '18

For more information, contact Fiona Bentley on fiona@awardsinternational.eu or call 020 7193 2009

Scoring of entries

Our aim is to provide a robust and transparent judging process that provides clarity and confidence to all involved.

Entries are scored using predetermined criteria, with written entries being used to provide shortlisted finalists who then also make 15 minute presentations to a panel of judges. Scores are generated from a combination of the written entry and the live presentations.

Winners from each category are identified based on the highest score. An overall winner, one across initiative and organisation will be identified from the highest scores overall.

All entrants receive feedback reports to help continuously improve their business performance. Finalists will receive evaluation feedback reports showing their performance vs other finalists, including winners.

Scoring grid

Scoring stages	By whom	Basis of assessment	Outcome	Impact on scoring
1. Shortlist				
	Shortlist judging panel 3 – 5 Judges	Written entry Criteria 1 – 8 <i>Summary will be especially important</i>	Shortlist of finalists	Score not carried forward
2. Assessment of the finalists				
	Category judging panels 3 – 5 Judges each	Written entry Criteria 1 -8	Score	50% of weighting of final score for all categories
	Category judging panels 3 – 5 Judges each	Live presentation Criteria 2 - 8	Score	50% of weighting of final score for all categories

There are a standard set of 7 criteria across all of the categories.

Each criterion has 100 marks available. All 7 criteria will be used for both the shortlisting of finalists (by the judging panel) and for scoring written entries by the finalist judging panel. Finalist presentations will be scored against criteria 2-7 only.



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Scoring criteria

Scoring criteria Overall maximum word count allowed is 2000 words including the summary	Score available (out of 100)
The case for recognition	
1. Summary An overview of the initiative that provides a robust, thorough and compelling argument for why this entry deserves recognition (elements of the other 6 criteria should be included) 200 words maximum NB. Will be used for shortlisting finalists and the scoring of the written entries but is not relevant to finalist presentations.	100
The following criteria are relevant to all stages of judging: shortlisting, written entries and finalist presentation Each criterion requires a compelling, fully evidenced description.	
The drivers for change	
2. Business rationale and context The drivers and targeted business benefits/aims that provided the rationale and context for the initiative.	100
The change achieved	
3. The outstanding employee experience delivered The resultant outstanding employee experience or change in employee experience delivered.	100
4. Business impact and results achieved The resultant impact on business performance and results- linked with original targeted benefits/aims.	100
How was the change achieved	
5. Clear employee insight The clear insight achieved into unmet employee need and how this was achieved, including the involvement of employee engagement.	100
6. Innovative and creative solution The solution to the identified employee need, how it was developed and what made it innovative and creative as an employee initiative.	100
7. Effective implementation The implementation of the solution and what made it effective, including employee engagement and management of time and budget.	100



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Scoring Guidelines

Rating	Description of how well the entry meets the criteria	Score available
Outstanding	Compelling, robust, fully evidenced description	80 - 100
Strong	Very good story with some strong evidence	60 - 79
Adequate	Good, well evidenced description	40 - 59
Limited	Some weak areas, would have benefited from more evidence	20 - 39
Weak	Unconvincing, weakly evidenced description	0 - 19