

Unleashing the Human Element at Work: Transforming Workplaces Through Recognition

Key Findings:

- 1. Underinvestment in Recognition:** A vast majority of organizations are not harnessing the power of recognition.
 - 81% of leaders do not view recognition as a strategic priority.
 - 73% of senior leaders report a lack of training in employee recognition best practices.
 - 67% of recognition budgets are non-existent in many organizations.
- 2. The Impact of Recognition:** Proper recognition leads to significant improvements in employee well-being and retention.
 - Companies with 10,000 employees could save up to \$16.1 million annually on turnover costs.
 - Recognized employees are:
 - 73% less likely to feel consistently burned out.
 - 56% less likely to seek other job opportunities.
 - 44% more satisfied with their overall life.
 - Significantly more connected, engaged, and positive about growth opportunities at their organization.
- 3. Disparity in Recognition Perception:** A gap exists between leaders' perception of giving recognition and employees' experience of receiving it.
 - While 67% of leaders believe they give frequent recognition, only 42% of individual contributors feel the same.
 - 40% of employees report rare recognition from their superiors, with only 23% feeling recognized for work milestones.
- 4. Qualities of Effective Recognition:** Recognition is most impactful when it is:
 - Aligned with employee needs.
 - Genuine and authentic.
 - Distributed equitably.
 - Integral to organizational culture.
 - Tailored to individual preferences.
- 5. The Human Touch in the Workplace:** The importance of human capital is underlined by the resilience displayed by workforces during global crises.
 - The future workplace requires not just jobs but environments where employees thrive and feel valued.
 - Recognition is pivotal for organizations to demonstrate commitment and value towards their employees.

6. **Human-Centered Employee Experience:** The employee experience is fundamentally human, with recognition playing a crucial role.

- A significant number of employees have unmet recognition needs, affecting their engagement, performance, and intention to stay.
- Recognition is more than a perk; it's a fundamental element of the employee experience.

Recommendation: Businesses must prioritize a human-centered approach that emphasizes authentic, consistent, and equitable recognition strategies, thereby addressing the critical human needs of their employees, fostering engagement, and ensuring organizational success.

Note: All data and insights are sourced from the 2022 Gallup Report on Workplace Recognition.