

workhuman\*

# Recognition Is the Currency of Human Connection

FINDINGS FROM A GALLUP-WORKHUMAN STUDY





Few would dispute the fact that our workplaces have changed dramatically over the past few years. With roughly 6 in 10 U.S. employees still working from home all or most of the time according to recent research, the reality of remote work is here to stay. Company leaders continue to grapple with how to develop connections and a greater sense of meaning among a workforce operating in different settings, locations, and perhaps even time zones.

According to a recent report published by Gallup in partnership with Workhuman<sup>®</sup>, only 1 in 4 employees feel connected to their company culture.

The kind of connections remote work demands will not come from Zoom meetings or the annual company picnic, but from a concerted effort to build a workplace where employees feel valued and recognized for their contributions.



# Low employee engagement negatively affects the workplace.

While most companies will attest to offering some form of employee recognition, recent research indicates that 40% of employees only receive recognition a few times a year or even less.

Employees who feel **undervalued in the workplace** according to Gallup are:

**5x**

as likely to  
be disengaged

**74%**

more likely to  
say they don't  
plan to be at  
their company  
in one year

**27%**

more likely to  
be struggling in  
their life overall

Disengaged employees are less likely to connect with co-workers, managers, or leaders and more likely to be performing poorly overall. As a result of inconsistent and low levels of recognition, both employees and companies suffer.



# **A positive employee experience builds connections across a broad workforce.**

Recognition, defined as praising, acknowledging, or expressing gratitude to employees for who they are and what they do, is a key element in building a workplace culture that promotes confidence, caring, and connectedness.

When **recognition is consistently fulfilling, authentic, equitable, embedded, and personalized**, employees are:

**5x**

as likely to feel connected to company culture

**4x**

as likely to be engaged

**73%**

less likely to feel burnout

**56%**

less likely to be looking for a new job

Not only do individual employees feel the positive benefits of recognition, but according to Gallup, 60% report more meaningful relationships with their co-workers.



# Recognition helps build stronger relationships throughout an organization.

Practicing recognition or adopting a recognition program is one thing; however, developing a culture around recognition is something much more powerful. When employees consistently observe managers and leaders modeling positive behavior, and freely give and receive appreciation themselves, recognition becomes embedded as a pillar of company culture.

## A **strong culture of recognition** helps

employees to:

- Form new relationships
- Build bridges between teams
- Dissolve tensions
- Foster more meaningful connections with co-workers, managers, and company leaders

According to Gallup, the positive effects of recognition not only ripple throughout a company, but significantly impact employees on a personal level. When recognition hits the mark, 44% of employees are more likely to be thriving in their life overall, which creates a positive feedback loop companies can benefit from.



As corporate leaders look for solutions to connect an ever-widening workforce, recognition can be a simple and effective tool to not only close the gap, but also provide the positive workplace environment so many employees are craving.

To learn more about the benefits of recognition for your company, [download the Gallup report](#).



+1 888.743.6723 | [workhuman.com](http://workhuman.com)  
Or read more on our blog: [workhuman.com/resources](http://workhuman.com/resources)

**workhuman**\*