



5 Ways to Celebrate Employee Appreciation Day

YOUR FIELD GUIDE TO BUILDING CONNECTION
WITH YOUR TEAM

workhuman*

“Work is in a crisis, and HR is tasked with fixing it.”

That’s been a mantra of ours as we planned this year’s Workhuman® Live conference.

Top of mind is Gallup’s State of the Global Workplace: 2023 Report, pinning down stats like:

- Employee stress is at a **record high**.
- On average, nearly **6 in 10** employees have “quiet quit.”
- **51%** of currently employed workers said they are watching for or actively seeking a new job.

Between low morale, slipping engagement, and unprecedented turnover, it can feel a bit bleak out there.

All right, it can feel like the culture apocalypse.

But we're here to help. You are not alone. This is a field guide, for you. Read on to discover how recognition can be incorporated within your organization to support employees and supercharge your culture, starting with Employee Appreciation Day.

The advantages of appreciation

Gratitude is a powerful catalyst for positive cultural transformation. When recognition is done right in the workplace, organizations see the advantages of appreciation come to life. In fact, research shows that employee recognition:

Boosts motivation

Employees are 5x as likely to see a path to grow at their organization.

Improves engagement

Employees are 4x as likely to be engaged.

Increases retention

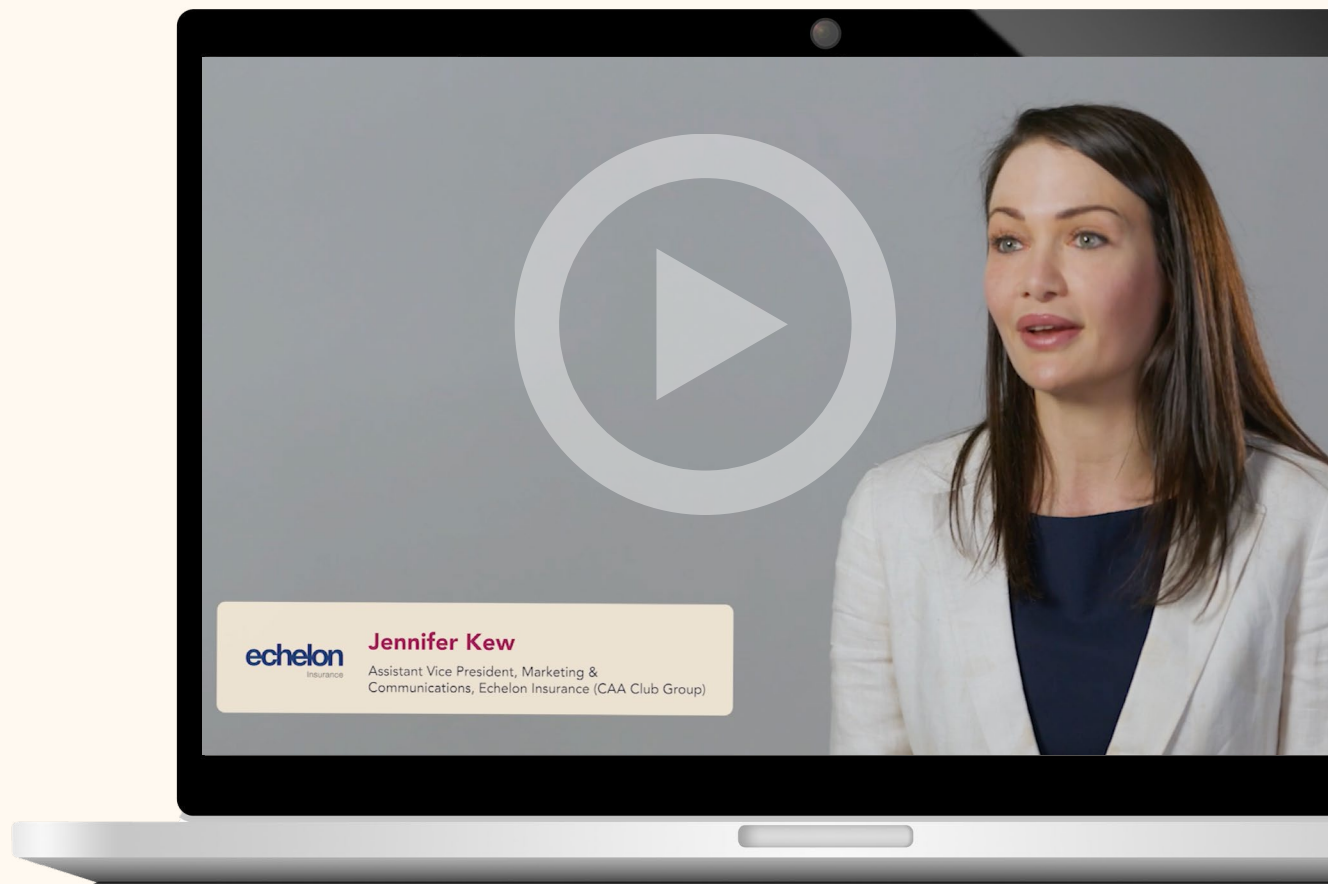
Employees are 56% less likely to be looking or watching for job opportunities.

Promotes wellbeing

Employees are 44% more likely to be "thriving" in their life overall.

But it's not just studies and data that reveal the benefits of recognition. It's stories, too.

At the 2023 Workhuman Live conference, we asked HR leaders to share their stories – to talk about how their organization's entire employee experience changed once they started building recognition habits at scale. Listen to what they witnessed in the video below.



See why customers like PepsiCo, GoTo, Minto Group, Echelon/CAA Club Group, and R1 say employee recognition is vital to their culture.

Mark your calendar for Employee Appreciation Day in March

Employee Appreciation Day has been celebrated annually on the first Friday in March since 1995. It's a vital day for leaders to remind employees of how valued they are – and it's an opportunity to see the power of appreciation in action.

If this is your first time celebrating, we have a list of 20+ ideas to make this occasion special for your employees. But you don't have to wait for Employee Appreciation Day to roll around each year to show your gratefulness. Read on to discover how establishing recognition habits is the foundation for a year-round culture of appreciation.



Where to begin?

5 no-cost ways to celebrate your team and build connection on Employee Appreciation Day

An employee experience rooted in recognition takes time to develop, especially across an entire organization. Here are five small (but mighty) ways to make recognition part of your regular workflow, starting on Employee Appreciation Day.

1. Schedule a team meeting, lunch, or get-together and share why you're grateful for the team.

According to [Penn Medicine Princeton Health](#), practicing gratitude has social benefits that can “enhance relationships, increase the desire to help and support others, and increase satisfaction in work relationships and environment.” Even if it is just a few moments, reap the social benefits of a team meeting on Employee Appreciation Day solely focused on gratitude.

2. Ask your team if you're checking in enough.

Checking in with your team – with the right cadence – is an important part of building connection. After all, to authentically appreciate your employees, you have to break the ice. Each person has their own preferred cadence to feel seen and heard by their manager.

Support your team by using Employee Appreciation Day as an opportunity to understand their needs and strike the right balance of support year-round.

3. Take a moment to cheer for achievements outside of work, too.

What are your colleagues involved with outside of work? Make this Employee Appreciation Day extra special by celebrating your team's achievements or milestones outside of their work roles. Workhuman® research found that celebrating life events in the workplace leads to a 23% increase in employees' mental health. Growing a family, getting married, buying a home, becoming a dog mom, running in a race, finishing a degree – the list goes on and on for life milestones to commemorate.

4. Start a “pass-it-on” chain for Employee

Appreciation Day.

Amplify a moment of gratitude by asking a colleague you thank on Employee Appreciation Day to thank someone else, too. [Penn Medicine Princeton Health](#) reminds us that gratitude “promotes a positive mindset, reduces stress levels, and increases optimism and hope.” Watch as a chain of inspired kindness begins to unfold across the organization.

5. Schedule time to say thanks after Employee

Appreciation Day ends.

It may sound trivial, but scheduling weekly “recognition time” on your calendar can serve as a reminder to intentionally continue to thank your colleagues. Think of it as a digital post-it note – a quick way to start building the habit of pausing and reflecting on what you’re grateful for at work each week.

The work crisis isn't likely to change overnight. But the benefits of appreciation can make a surprising difference in employee morale. To our HR champs tasked with rejuvenating and sustaining organizational culture, thank you. From establishing small habits of recognition to leading seismic shifts across an organization, we see you and all the good work you're doing. And this Employee Appreciation Day, we're thankful for you, too.

Discover how Workhuman can help you eliminate culture red flags by building an employee experience where people are recognized, morale is lifted, and business moves forward.

Contact us today or [read more](#).

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