

5 Tips for Happier Employees

A CHECKLIST TO CURE YOUR CULTURE

workhuman*

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Your employees and culture are your organization's greatest assets. And it's not just about making everyone feel good. Creating an environment where your humans are able to be themselves and fill their happiness wells has distinct business advantages.

According to Nataly Kogan, founder of Happier and the Happier @ Work¹ program, happier employees help their colleagues 33% more often, spend 46% more time on their tasks, and report being 65% more energized by their work. Mid-sized companies with happy workplaces have 46% less turnover, 19% less sick leave costs, and 12% greater productivity. Emotional well-being at work also helps employees "find creative solutions to problems, work better as part of a team, and receive more positive reviews and promotions."

So, how do you create a happier workplace? Experiment with these five tips:

1. Add purpose by connecting personal and organizational values.

Each year we ask workers what is most important in their career. In "The Future of Work is Human: 2019 International Employee Survey Report,"² workers across all age groups ranked meaningful work as most important – beating out options such as positive company culture, compensation and perks, a supportive manager, and a fun team. Meaningful work is about creating shared purpose by connecting day-to-day tasks to a greater company mission that's fully aligned with one's personal values.

2. Share recognition and gratitude.

The most successful businesses know that the more gratitude in a company, the better it performs.³ The best way to infuse gratitude into your organization is peer-to-peer employee recognition – connecting people to that aforementioned shared purpose through a consistent stream of gratitude and acknowledgment. Gallup's State of the American Workplace report⁴ found only three in 10 employees have received recognition or praise for doing good work in the last seven days. "By moving that ratio to six in 10 employees, organizations could realize a 24% improvement in quality, a 27% reduction in absenteeism, and a 10% reduction in shrinkage."

3. Offer flexible work options for work-life harmony.

Perks are nice, but freedom is better. Going back to "The Future of Work is Human," employees across all ages, industries, and regions rated remote/flexible work options as the top workplace benefit (41%) they look for. This, along with healthcare coverage (27%), outranks on-site perks such as free food, an office gym, and even on-the-job training.

4. Build and reinforce trust.

"Your core issue is never a leadership issue, a financial issue, a sales issue, a cultural issue, or even an engagement issue," says international trust expert David Horsager.⁵ "It's always a trust issue. Everything of value is built on trust. A lack of trust is the biggest expense you have." More than 92% of people would trust their senior leader more if they would be more transparent about their mistakes, and 85% of people believe a high-trust work environment helps them perform at their best.

5. Try continuous performance management (and phase out ratings/reviews).

More than half of workers (53%) say performance reviews are not indicative of all the work they do and 55% say they do not improve performance. To inspire employees and transform workplace cultures, continuous performance management⁶ should be a priority. This end-to-end approach to employee development and culture management relies on the communication-building power of peer-to-peer feedback. Its informal, yet regular manager check-ins also help employees trust their managers (by more than 2x, according to "The Future of Work is Human").

› Are you giving your employees everything they need to be happy, engaged, and successful at work?

Take a tour of Workhuman® Cloud to learn more about turning your workforce and culture into a strong, thriving force that supports your business goals.

Sources

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