



Influence Workplace Wellbeing With Recognition

PROVE THE WELLBEING-RECOGNITION
CONNECTION THIS MENTAL HEALTH
AWARENESS MONTH

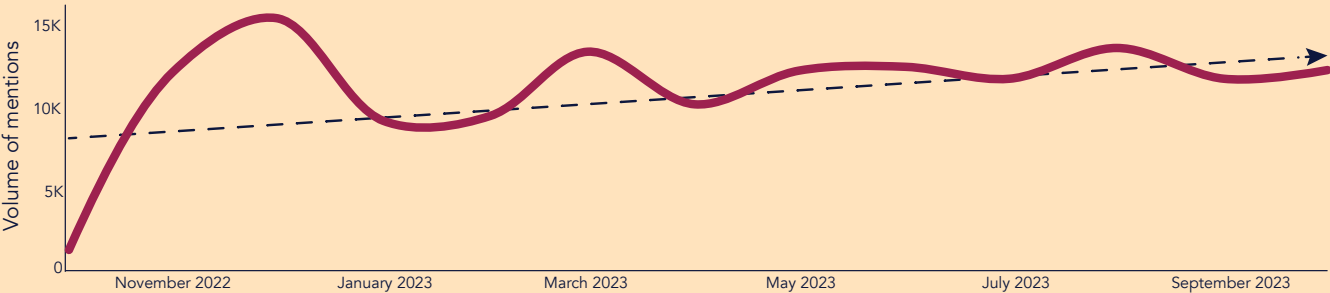
workhuman*



With 40% of U.S. employees reporting that their job has had a negative impact on their mental health in the last six months, workplace wellbeing is no longer just a buzzword – it’s a business imperative.

Unsurprisingly, wellbeing shows up in the employee recognition space in spades. In 2023, we looked back on 12 months of recognition data from Workhuman® customers and found the volume of recognition messages mentioning wellbeing topics like burnout and stress increased significantly – especially in the healthcare and government industries.

Recognition messages mentioning wellbeing topics



Source: "Recognition Playback: Findings From a Year of Gratitude," Workhuman, 2024

Employee wellbeing isn't just a topic on the rise; it's proved its staying power. From expanding mental health benefits to investing in ERGs and rewards and recognition programs, organizations of every size are proving that wellbeing is a throughline of the modern employee experience.

In this report, we'll share the latest findings to help you fuel workplace wellbeing at your organization during Mental Health Awareness Month in May and beyond.

How does wellbeing affect workers and the workplace?

Career wellbeing, as broadly defined by Gallup, is achieved when “you like what you do every day.” Gallup also found that career wellbeing has the largest impact on someone’s overall wellbeing.

So, when someone falls into one of the 40% of workers who say their job is negatively impacting their mental health, it can mean that they’re experiencing low career wellbeing. This may show up as:

- Burnout
- Stress
- Low psychological safety

People with high career wellbeing are more than twice as likely to be thriving in their life overall.

Source: “Employee Wellbeing Starts at Work,” Gallup, 2022

These experiences take an obvious toll on a person, and there's a clear correlation to their negative impact on overall wellbeing. But did you know that low wellbeing can also lead to significant consequences for an organization at large?

Research shows the collective harm of low wellbeing at work can lead to:

Increased absenteeism

Employees who frequently experience work burnout are 63% more likely to take a sick day.

Lowered productivity

About 60% of workers have already checked out via quiet quitting.

Higher turnover risk

Turnover risk is higher for employees who do not feel like they belong at work.

A hit to the bottom line

Low wellbeing can cause up to \$20 million of opportunity loss for every 10,000 workers due to its impact on performance.

Can recognition really influence worker wellbeing?

Yes. Recognition is vital for both workers and workplace wellbeing. How do we know? Workhuman and Gallup research found that when recognition is done right, workers experience:

Lower burnout

Employees are up to **90%** less likely to report being burned out at work “always” or “very often.”

Improved daily emotions

Employees are up to **2x as likely** to report having experienced a lot of gratitude the previous day and about **40%** less likely to report having experienced a lot of stress, worry, and sadness.

Stronger relationships

Employees are **7x as likely** to strongly agree they have meaningful connections or a best friend at work, and as much as **10x as likely** to strongly agree they belong.

Put the wellbeing-recognition connection to action during Mental Health Awareness Month.

Mental Health Awareness Month is an annual observation in the U.S. during May. Increasingly, companies are using the month of May to share about employee wellbeing initiatives, bring in wellness speakers, and provide resources to alleviate stress or burnout.

While attending a mental health webinar or a free yoga class may be on your radar this May, know that improving workplace wellbeing often begins with individual actions. Try these recognition tips to promote strong mental health all year long:

Lift someone up

Did you know that both giving and receiving gratitude is a mental health booster? Say thank you to a colleague and discover the positive effects of gratitude firsthand.

Lighten the load

If you're able, check in with a colleague and recognize their recent contributions. Ask if they need any support. When appropriate, starting an honest discussion about anxiety, stress, or personal coping skills can create community and fight burnout.

Look at wellbeing achievements differently

Have a colleague who is training for a marathon or took much-needed time off with family? Try hyping up colleagues' life events outside of work that have a focus on wellness or positive mental health and see how connection at work can also improve.

Lead by example

Noticing signs of burnout or stress within? Role model self-care to others by recognizing your own contributions to the workplace. Practice wellbeing habits like breathing exercises, meditating, or taking time off to recharge when you need it.

Discover how Workhuman can help you amplify wellbeing through employee recognition and more. Contact us today.

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