

workhuman®

How To Inspire Connection in a Virtual World

THANK, TALK, CELEBRATE





Organizations thrive when they cultivate grateful, human-centric cultures that meet employees' core needs of recognition, connection, and celebration. The present reality amid COVID-19 has exacerbated feelings of burnout and loneliness, and now more than ever, leaders are being called to unite and support their employees.

This support can be provided in three powerful actions: thanking, talking, and celebrating.

These pillars lay the groundwork for developing the trust that leads to higher engagement – and can be accomplished remotely with slight tweaks to current processes.

THANK

Express authentic appreciation.

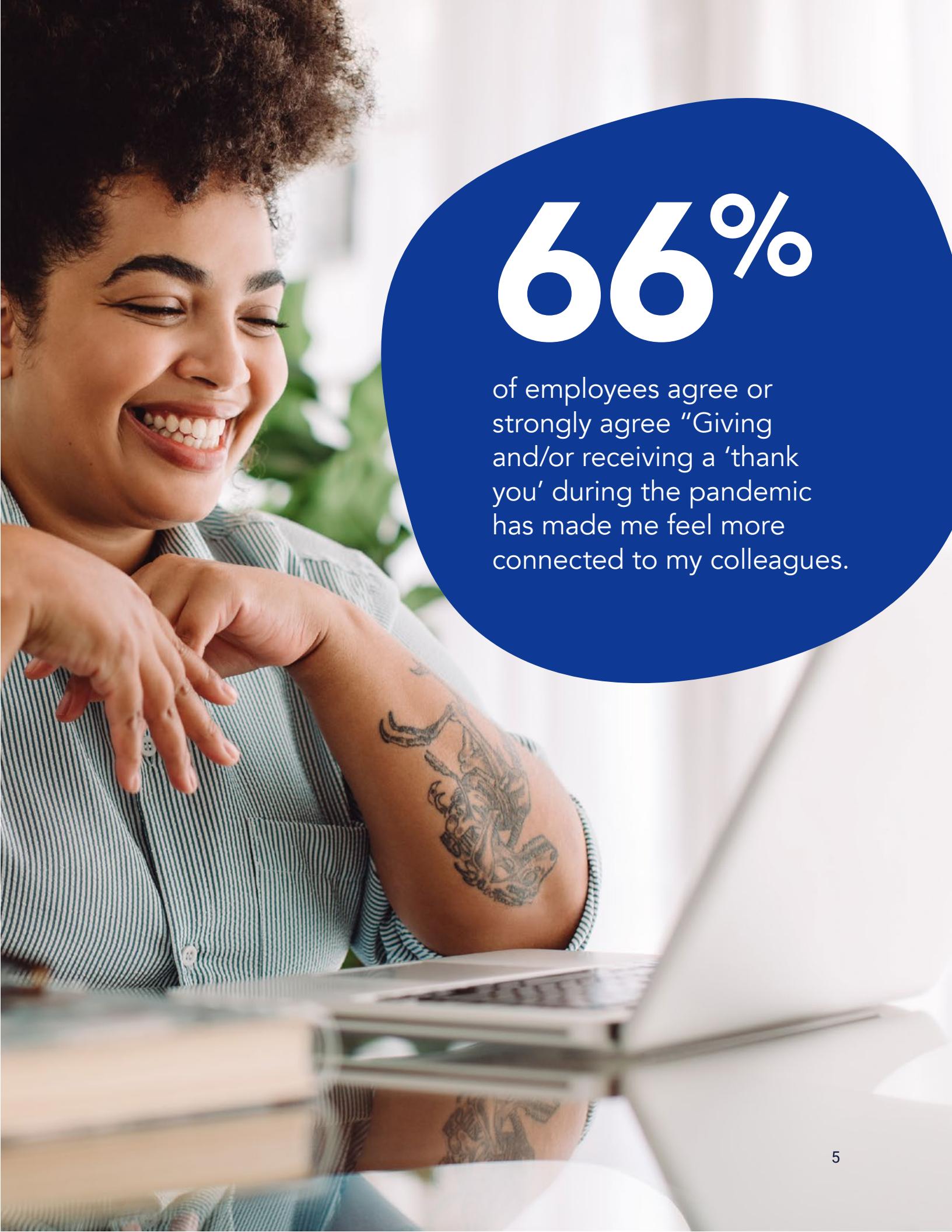
Saying “thank you” when you work with someone or letting someone know their efforts made a difference brings a jolt of gratitude to a team and company.

Gratitude is one of the most powerful human emotions and everyone within the organization should feel empowered to express their appreciation.



But it's more than just saying "thank you." Recognition should be specific in its praise of employee efforts; it should be spontaneous, and meaningful. Recognition also requires amplification. These moments should be broadcast within the walls of the company. It should also be peer-to-peer as this shared network will connect employees and create a collective culture of positivity.

When practiced well, recognition will be one of your strongest retention tools. Workhuman® research shows that one "thank you" every two months reduces voluntary turnover by 22%. Simply acknowledging the hard work and dedication of your employees saves you money and improves morale.



66%

of employees agree or strongly agree "Giving and/or receiving a 'thank you' during the pandemic has made me feel more connected to my colleagues.

TALK

Encourage conversation.

Open dialogue is the basis of continuous performance development. Whether by email, Slack, Zoom, phone, or, when possible, meeting face to face, giving employees ways to connect, grow, and encourage one another gives them a playing field for collaboration and creativity. This is especially important between managers and employees. Honest, consistent conversations can unlock potential in both.



With frequent check-ins, workers are twice as likely to trust and respect their manager, twice as likely to envision opportunities for growth, and five times less likely to be disengaged. While the frequency of check-ins can vary, they shouldn't be reduced to just once per year. Conversations are too important to reserve for the year's end.

Start with weekly check-ins and scale back to biweekly or monthly where necessary. This will help managers and employees find the right balance to achieve their goals. Quarterly check-ins are great supplements to the regular conversation cadence as they add dedicated time to reviewing progress and goals.



2.8x

Gallup found that employees who've had conversations with their managers about goals and successes in the last six months are 2.8x more likely to be engaged.

CELEBRATE

Share the moments that matter.

When an office get-together or an after-work drink isn't possible, finding ways to celebrate life moments becomes even more important. Commemorating birthdays, weddings, births, and the wide array of life's milestones shows employees that they're more than just names on a payroll. Use online feeds like Life Events® from the Workhuman Cloud® to amplify that celebration to colleagues who can then join in with stories, memories, and congratulatory messages for a more special experience.



These celebrations strengthen relationships and create an atmosphere of care and regard essential for a more human workplace. According to Michael O'Malley in the Harvard Business Review, “consistently, the best companies to work for are the ones that provide people with life satisfaction as opposed to work satisfaction alone.”



2X

When employees are very/somewhat satisfied with the celebration of life events, they are nearly 2x as likely to agree their company is a good place to work.

Thanking, talking, and celebrating infuses a workplace with gratitude. Together, they inspire, connect, and help people feel like they belong. It gives them purpose and the strong sense of achievement that keeps a business driving forward.



To learn more about how Workhuman Cloud can help motivate and engage your employees, contact us today.

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