



From “Thank You” to Thriving: Executive Summary



Employees are struggling with stress, burnout, and loneliness like never before. In fact, 4 in 10 U.S. employees say their job is negatively impacting their mental health.

So, what are organizations doing about it?
Not enough, apparently.

It's time for business leaders and managers to consider — and implement — the innovative and research-backed solutions we know will help. This isn't a cliché call-to-action; it's a reminder of the woefully untapped tool that every person reading this sentence has at their disposal: employee recognition.

When done right, employee recognition touches every critical element of employees' personal and professional lives and unlocks a powerful tool to revitalize wellbeing.

In this latest report, Gallup and Workhuman® found that recognition and wellbeing, together, can pave the way for improved business outcomes. Through analysis of the below survey questions, high wellbeing and greater strategic recognition significantly predict employees being told they are high performers, their perceptions of pay equity, and their job-searching tendencies.

Employee outcome	Corresponding survey item
Performance	Has your manager or leader told you that you are a top performer?
Fair pay	I am paid fairly for the work I do.
Job-searching	To what extent are you currently looking for a new primary job?



Individually, wellbeing and recognition heavily influence employee outcomes. But companies can see greater productivity, engagement, and company loyalty by prioritizing wellbeing and recognition, together.

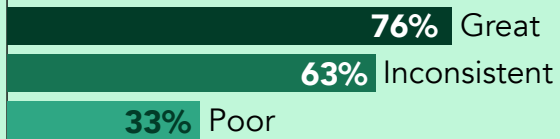
Wellbeing consists of a host of factors, some completely out of an organization's control. However, recognition is well within an organization's purview, and ensuring that it is deployed effectively can make a massive difference in the employee experience.

Great strategic recognition experiences can buffer the toll suffering wellbeing takes on an employee. Indeed, when people's wellbeing is struggling or suffering, recognition matters even more.

To learn more about why recognition is important to employees – and to their overall wellbeing – download the [report](#).

Employee outcomes across recognition levels

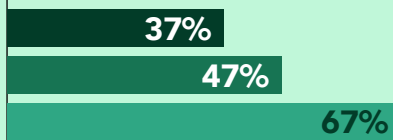
Performance



Fair pay



Job-searching



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