



From Praise to Profits: Executive Summary



Let's face it: We are in the middle of a global jobs crisis. One minute it's the Great Resignation, the next it's quiet quitting (then loud quitting) and, most recently, bare minimum Mondays. It's enough for Gallup's CEO Jon Clifton to assert, "only 20% of people are thriving at work, which is creating a broken workplace."

But what, exactly, is driving the broken workplace?

At the center of it all is worker dissatisfaction. Today's employees feel more disengaged from their work than they have in a decade – business is changing, and uncertainty is everywhere. Compared to the percentage of the employee population thriving at work, a whopping 62% of workers have quietly quit and 18% have loudly quit. Therein lies the crisis.

So, what can leaders do to boost engagement and strengthen connections between people and across the company?

It starts by making employees feel valued for who they are and what they bring to the organization.

In previous studies, Gallup and Workhuman® found that employee recognition is critical to creating and maintaining an organizational culture centered around DEI and wellbeing. Recognition is a simple way for organizations to demonstrate their investment in and commitment to their people.

But, beyond the ways recognition can improve employees' lives, it can also improve an organization's financial health. A new report from Gallup and Workhuman reveals exactly how recognition positively impacts teams and organizations.

In the report, Gallup and Workhuman review correlations between recognition and key business outcomes across hundreds of organizations and thousands of teams in different industries. Globally, one in four employees in Gallup's database strongly agree that they have received recognition or praise for doing good work in the last week.

Gallup found that if the median business in their database doubled the number of employees who strongly agree to this item, that business could see a:

9%
improvement
in productivity

22%
decrease in
safety incidents

22%
decrease in
absenteeism

Using these results, Gallup calculated how much an average U.S. business of 10,000 employees could expect to save based on Bureau of Labor Statistics data – and the results are striking.

By doubling the one in four employees who strongly agree, in Gallup's database, to receiving recognition or praise for doing good work in the last week, an average business could expect to save:

\$92M

in gained employee productivity

\$2.8M

due to decreased injuries

\$3.8M

due to fewer unscheduled absences

Those are some pretty big numbers that ultimately boil down to two powerful little words: Thank you. Recognition is a powerful driver of employee and organizational success, but to see its full impact, businesses need to create cultures of recognition where praise and acknowledgment pervade every level of the organization.

To learn more about why recognition is important to employees – and to the company bottom line – download the [report](#).

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