

workhuman*

Recognition Is the Currency of Human Connection

FINDINGS FROM A GALLUP-WORKHUMAN STUDY

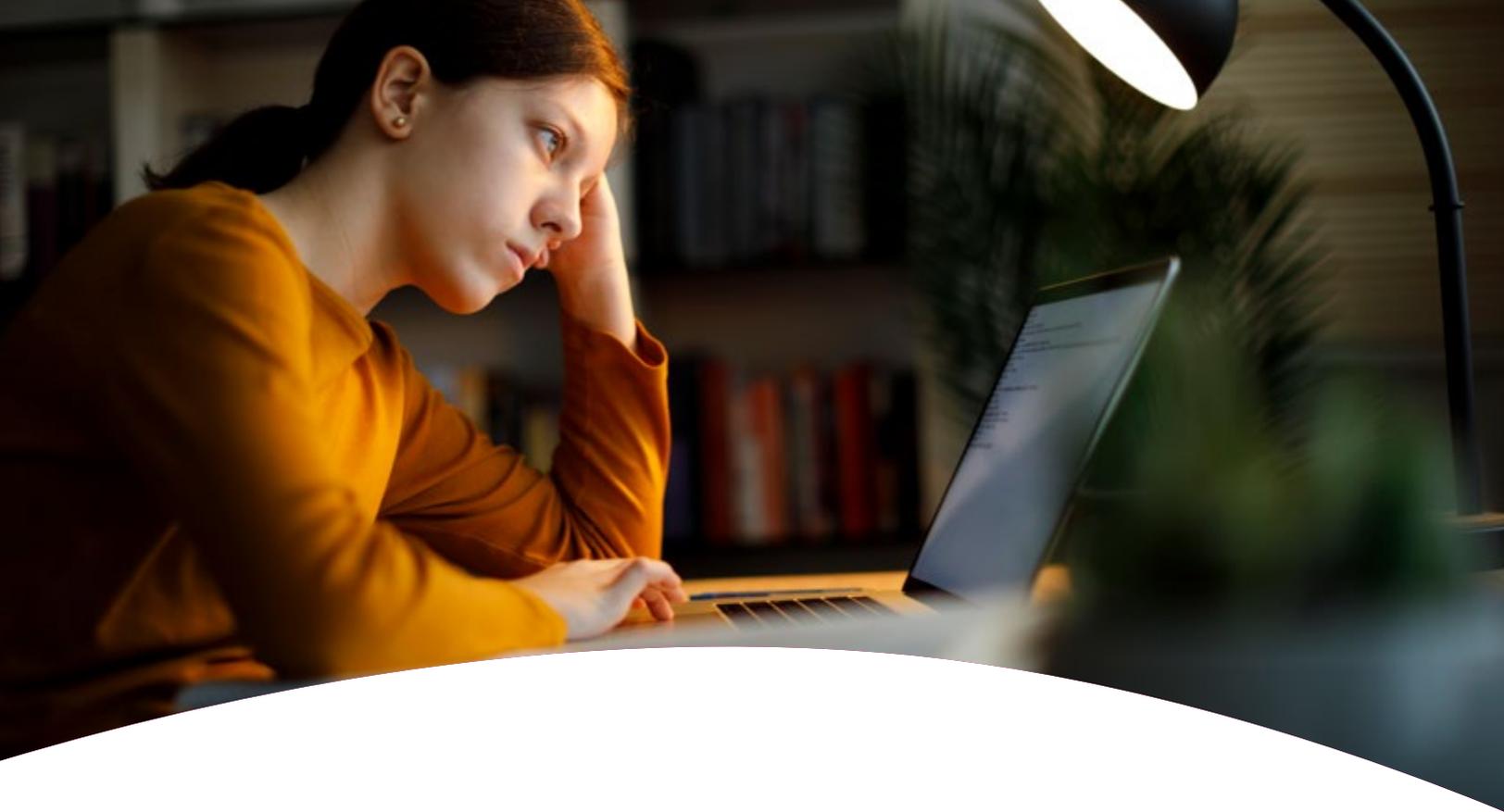




Few would dispute the fact that our workplaces have changed dramatically over the past few years. Considering that the remote work population is as high as 25% in some European countries, the reality of remote work is here to stay. Company leaders continue to grapple with how to develop connections and a greater sense of meaning among a workforce operating in different settings, locations and perhaps even time zones.

According to a recent report published by Gallup in partnership with Workhuman[®], only 1 in 4 employees feel connected to their company culture.

The kind of connections remote work demands will not come from Zoom meetings or the annual company picnic, but from a concerted effort to build a workplace where employees feel valued and recognised for their contributions.



Low employee engagement negatively affects the workplace.

While most companies will attest to offering some form of employee recognition, recent research indicates that 40% of employees only receive recognition a few times a year or even less.

Employees who feel **undervalued in the workplace** according to Gallup are:

5x

as likely to
be disengaged

74%

more likely to
say they don't
plan to be at
their company
in one year

27%

more likely to
be struggling in
their life overall

Disengaged employees are less likely to connect with co-workers, managers or leaders and more likely to be performing poorly overall. As a result of inconsistent and low levels of recognition, both employees and companies suffer.



A positive employee experience builds connections across a broad workforce.

Recognition, defined as praising, acknowledging or expressing gratitude to employees for who they are and what they do, is a key element in building a workplace culture that promotes confidence, caring and connectedness.

When **recognition is consistently fulfilling, authentic, equitable, embedded and personalised**, employees are:

5x

as likely to feel connected to company culture

4x

as likely to be engaged

73%

less likely to feel burnout

56%

less likely to be looking for a new job

Not only do individual employees feel the positive benefits of recognition, but according to Gallup, 60% report more meaningful relationships with their co-workers.



Recognition helps build stronger relationships throughout an organisation.

Practicing recognition or adopting a recognition programme is one thing; however, developing a culture around recognition is something much more powerful. When employees consistently observe managers and leaders modelling positive behaviour, and freely give and receive appreciation themselves, recognition becomes embedded as a pillar of company culture.

A **strong culture of recognition** helps employees to:

- Form new relationships
- Build bridges between teams
- Dissolve tensions
- Foster more meaningful connections with co-workers, managers and company leaders

According to Gallup, the positive effects of recognition not only ripple throughout a company, but significantly impact employees on a personal level. When recognition hits the mark, 44% of employees are more likely to be thriving in their life overall, which creates a positive feedback loop companies can benefit from.

As corporate leaders look for solutions to connect an ever-widening workforce, recognition can be a simple and effective tool to not only close the gap, but also provide the positive workplace environment so many employees are craving.

To learn more about the benefits of recognition for your company, [download the Gallup report.](#)



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