

workhuman®

# 4 Tips for Happier Employees

A CHECKLIST TO CURE YOUR CULTURE





Your employees and culture are your organisation's greatest assets. So, when they're thriving, the business is too. But it's not just about making everyone feel good and calling it a day. Creating and maintaining an environment where your humans can be themselves and remain motivated and engaged is easier when gratitude is exchanged.

So, how do you create a happier workplace? Experiment with the following four tips.

A photograph of three diverse employees in a modern office. A woman with curly brown hair and a man with a beard are in the foreground, smiling and engaged in conversation. A third person with long blonde hair is partially visible behind them. The office has large green plants and a whiteboard in the background.

**ONE**

## **Add purpose by connecting personal and organisational values.**

Most organisations have a set of values they'd like their employees to believe in. But making sure employees understand your values is only half the battle. These values should be livable! Using a recognition platform takes it a step further by helping to reinforce behaviors that align your values with each recognition moment sent or received.

When employees feel their organisation's values and culture aligns with their day-to-day work, their perceptions that they are valued, cared for and respected as people drastically increase.

**TWO**

## Promote recognition and gratitude.

According to Gallup and Workhuman® research, by making recognition and gratitude integral parts of your company culture, employees end up feeling a greater sense of wellbeing that translates into increased engagement, reduced levels of burnout and improved company loyalty.

The best way to infuse gratitude into your organisation is peer-to-peer employee recognition – connecting people to each other, as well as your company's values and mission, through a consistent stream of gratitude and acknowledgment.

**40% of employees say their job has had a somewhat negative or extremely negative impact on their mental health in the last six months. Recognition can play a role in improving this.**

Source: 'From Praise to Profits: The Business Case for Recognition at Work,' Gallup and Workhuman, 2023

## THREE Offer flexibility.

Perks are nice, but freedom is better. We all know that people have lives outside of work. There's no upside to an organisation trying to forget that. Life happens, and it's important to allow personal obligations to come first and for time off to be used.

Whether your company is utilising a hybrid model or infusing flexibility in other ways, a strategic recognition solution can make it easier!



**Flexibility can increase productivity, engagement and other crucial KPIs.**

Source: '[Successful Hybrid Work Models: Understanding the Meaning of Flexible Working](#),' Workhuman, 2023

## FOUR

# Try continuous performance management.

To keep employees happy and transform workplace cultures, continuous performance management should be a priority. This end to-end approach to employee development and culture management relies on the communication-building power of peer-to-peer feedback. It keeps regular manager check-ins informal while also helping employees trust their managers.

**To learn more about how you can amplify wellbeing with recognition, check out the full report.**