



RECOGNITION AT WORK

Why and how to create
a culture of recognition



**DID YOU
KNOW?**

Workers who feel recognized at work have:

- **Lower burnout:** Employees are up to 90% less likely to report being burned out at work “always” or “very often.”
- **Improved daily emotions:** Employees are up to two times as likely to report having experienced a lot of gratitude the previous day and about 40% less likely to report having experienced a lot of stress, worry and sadness.
- **Stronger relationships:** Employees are seven times as likely to strongly agree they have meaningful connections or a best friend at work, and as much as 10 times as likely to strongly agree they belong.

Source: Gallup & Workhuman, 2023

Great recognition has several characteristics:

- **Fulfilling** – it feels like a match considering the effort put in
- **Authentic** – not performative, or a checklist item
- **Personalized** – one size doesn’t fit all; we all have our own preferred ways of being recognized
- **Equitable** – doesn’t play favourites
- **Part of the workplace culture** – happens in the day-to-day, among everyone at work (in every direction! not just supervisors to the supervised)

Source: Gallup & Workhuman, 2023

**How are you recognizing the efforts of others,
to help foster a culture of recognition?**

**CARE FOR ALL
IN EDUCATION**

**Want to learn more?
Visit careforallineducation.com**