



## Mental Health at Work Mini-Lesson Plan #4

### Recognition at Work

#### *Why and how to create a culture of recognition*

#### Check-in / Reflection Prompt

Think of the last time you felt recognized at work. What happened to make you feel that sense 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*

#### Discussion Questions

**Q1:** How do you like to receive recognition at work?

- From your direct supervisor?
- From your peers?
- From the school/school district?



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**Q2:** What's one thing you could start doing tomorrow to recognize the efforts of your coworkers, to help foster a culture of recognition?

#### **Resource Highlights**

Worksheet: Workplace Strategies for Mental Health. Recognition Preferences.

*Not sure how someone would like to be recognized? This worksheet provides prompts to explore your or your coworkers recognition preferences.*

[directus9.mediresource.com/assets/6A9AACDB-1BED-4BE3-A29E-D2BC41F8681F/79-00975%20OTA%20CA%20-%20Recognition%20and%20reward%20-%20Recognition%20preferences\[AODA\].pdf/?rnd=d2cd5a9f-6b14-49d0-877c-24c496cb0da3](https://directus9.mediresource.com/assets/6A9AACDB-1BED-4BE3-A29E-D2BC41F8681F/79-00975%20OTA%20CA%20-%20Recognition%20and%20reward%20-%20Recognition%20preferences[AODA].pdf/?rnd=d2cd5a9f-6b14-49d0-877c-24c496cb0da3)

Report: Gallup & Workhuman (2023). From “Thank You” to Thriving: A Deeper Look at How Recognition Amplifies Wellbeing. [workhuman.com/resources/reports-guides/from-thank-you-to-thriving-workhuman-gallup-report](https://workhuman.com/resources/reports-guides/from-thank-you-to-thriving-workhuman-gallup-report)

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