

# THE POWER OF APPRECIATION IN THE WORKPLACE

Genuine displays of appreciation in the workplace can create a more uplifting and productive environment. Yet, according to several studies, professional gratitude is not often shown. Companies that emphasize appreciation at work could reap a number of benefits.

## HAPPINESS/FULFILLMENT



**70%** OF EMPLOYEES whose managers showed appreciation are happy with their jobs



**80%** OF EMPLOYEES recognized in the last month say they're fulfilled at work<sup>1</sup>

## LACK OF RECOGNITION AT WORK



**82%** OF EMPLOYEES say managers fail to recognize them for their contributions<sup>2</sup>

**2X**

Employees who feel they are not recognized at work are **TWICE** as likely to quit as those who feel appreciated<sup>3</sup>



Sources: 1 go1.com/blog/post-the-psychology-behind-effective-workplace-appreciation | 2 achievers.com/blog/10-hr-stats-that-will-make-you-think-twice-about-employee-recognition | 3 hbr.org/2011/06/the-happiness-dividend

## PERFORMANCE/PRODUCTIVITY



Fundraisers who were thanked by their supervisor made **50% more fundraising calls** than those who were not thanked<sup>1</sup>



Expressing gratitude can make people feel more optimistic and less depressed<sup>2</sup>



Happy staff members are **12% more productive** than other employees. Happiness also improves creativity and problem-solving skills<sup>3</sup>



Unhappy staff are **10% less productive** than others<sup>3</sup>



**79% of employees** admit that recognition spurs them to work more effectively<sup>4</sup>



Employee happiness can **boost sales by 37%** and **productivity by 31%**<sup>5</sup>



Sources: 1 emergentics.com/blog/workplace-appreciation-gratitude | 2 psychologytoday.com/us/blog/prefrontal-nudity/201211/the-grateful-brain | 3 fastcompany.com/3048751/happy-employees-are-12-more-productive-at-work | 4 blog.shrm.org/blog/how-recognition-makes-workhuman | 5 hbr.org/2011/06/the-happiness-dividend

## FIVE WAYS TO SHOW APPRECIATION IN THE WORKPLACE

1



### FEED YOUR STAFF

Surprise your employees with breakfast or a catered lunch to celebrate a company achievement, or simply as a surprise thank-you.

2



### GIVE SINCERE, SPECIFIC PRAISE

This means going beyond "great job" or "way to go." Specific feedback such as, "I appreciate the care you took pulling together that report," shows an employee that you're aware and appreciate his/her contributions.

3



### OFFER FLEXIBLE HOURS

Flexibility in work hours shows that you trust your employees to manage their time, recognizing their competency and ability to accomplish their tasks.

4



### PROVIDE GIFTS

A gift demonstrates appreciation in a concrete way. Giving gift cards is a simple, thoughtful way to tell your team members they matter.

5



### SURPRISE YOUR WORKERS

Whether it's bringing cookies to the office or letting people leave an hour early after a busy week, these unexpected delights can remind your staff that you appreciate them.

GG GIFT CARD GRANNY

giftcardgranny.com

Sources: achievers.com/blog/10-hr-stats-that-will-make-you-think-twice-about-employee-recognition | hbr.org/2011/06/the-happiness-dividend | go1.com/blog/post-the-psychology-behind-effective-workplace-appreciation | amtrustfinancial.com/blog/small-business/recognize-your-staff-on-employee-appreciation-day | blog.shrm.org/blog/how-recognition-makes-workhuman | althrparkers.com/Blog/Employee-Appreciation-in-Uncertain-Times | thebalancecareers.com/top-ways-to-show-appreciation-to-employees-1916807 | indeed.com/hire/c/info/show-appreciation-to-employees | emergentics.com/blog/workplace-appreciation-gratitude | thebenefitsguide.com/mental-health-at-work-appreciation-and-well-being | psychologytoday.com/us/blog/prefrontal-nudity/201211/the-grateful-brain | fastcompany.com/3048751/happy-employees-are-12-more-productive-at-work