

# Recognition Matters

## Why Employee Recognition Matters

**+14%**

Enhancement in engagement, productivity, and performance



**56%**

Of employees are less likely to look for a new job



**+21%**

Increase in profitability from improved performance and productivity

## 9 Ways to Build a Culture of Recognition

1 Implement a Recognition Program

2 Encourage Peer Recognition

3 Personalize Recognition

4 Celebrate Milestones

5 Give Immediate Feedback

6 Use Technology

7 Train Leaders

8 Build a Gratitude Culture

9 Align Recognition with Values

## Key Features of an Effective Recognition Program



### Clear Criteria

Set clear, fair guidelines for recognition that align with company values to encourage excellence



### Inclusivity

Ensure all contributions are celebrated equally, addressing biases in recognition



### Consistency

Acknowledge efforts regularly to keep employees motivated and engaged



### Feedback

Gather input to refine recognition programs and address gaps



### Flexibility

Offer diverse rewards to meet varying employee needs and adapt as needed



### Leadership Support

Leaders should model and prioritize recognition to build a culture of appreciation