

Who Wants More Recognition?

Closing key gaps can help organizations develop a culture of recognition.

Overview

Recognition is an important form of feedback. Beyond positive acknowledgment of results, performance, or behaviors, it's an important way to express appreciation and help employees feel valued. Do employees feel they receive adequate recognition? What gaps exist?

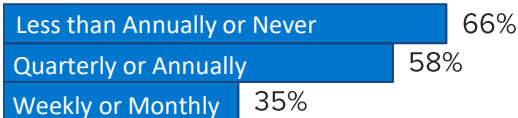
Research Findings

**Only 37% of employees receive recognition monthly or weekly.
1 in 2 employees would like more recognition for their work.**

Employees receiving less frequent recognition want more, especially those receiving recognition less frequently than monthly. While employees at all levels crave more recognition, managers especially desire more. Employees want to be recognized for their performance and value to the organization and team.

% Wanting More Recognition

By Current Recognition Frequency:



By Position Level:



Most & Least Preferred Recognition Reasons (% Prefer)

Most Preferred

- Performance or Role Accomplishments (71%)
- Value to the Organization (44%)
- Teamwork or Collaboration (43%)

Least Preferred

- Personal accomplishments outside of work (2%)
- Personal Potential (10%)
- Day-to-Day Behaviors (12%)

Recommendations

- Increase the frequency of recognition by encouraging leaders and managers to make space for recognition in 1-on-1s and team meetings.
- Recognize progress toward performance and developmental goals. This acknowledges effort and impact, and it also illustrates how employee efforts contribute to the organization's success.
- While managers play an important role in giving recognition, ensure they also receive recognition, especially for newer or complex responsibilities like remote or hybrid management.
- Know that individual differences exist with recognition preferences. Managers should learn the preferences of their team members to ensure recognition is meaningful and motivating.