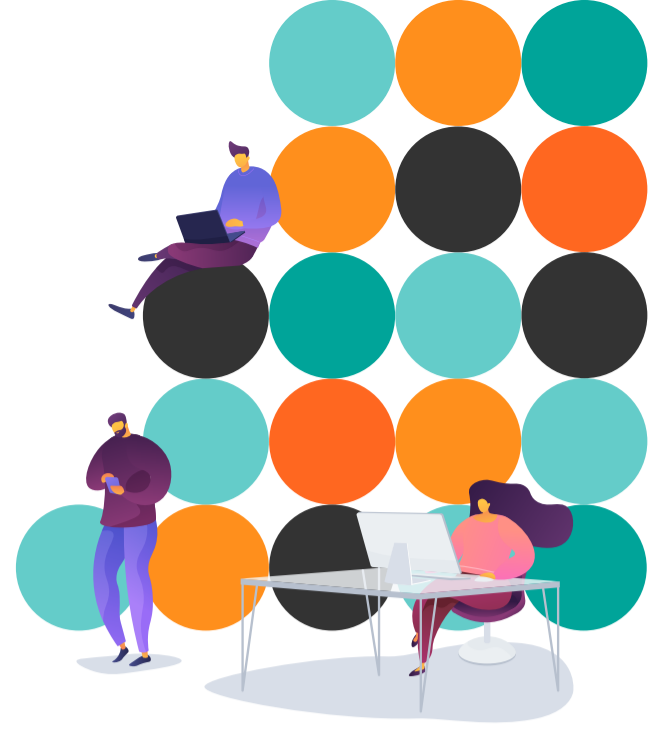


THE GREAT RECOGNITION

The world of work has changed and business leaders must look beyond the basics to attract and retain top talent.



39% of employees would be willing to job hunt to get their preferred working conditions

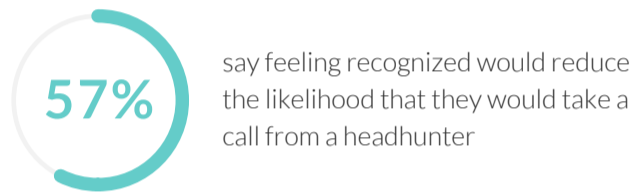
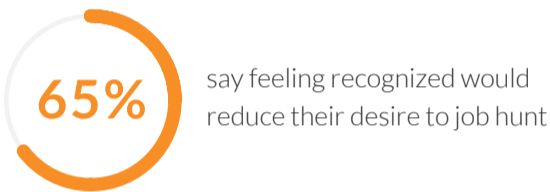


The top three reasons to job hunt are:

1. Career progression
2. Better work-life balance
3. Better compensation and corporate benefits

The top three reasons people will stay in their jobs are:

1. Work-life balance
2. Career progression
3. Recognition



Meaningful recognition is the single most powerful lever leaders can pull to improve engagement, retention, productivity, and advocacy

What makes a recognition meaningful?

1. About something specific that I did
2. About me as an individual or about something I value
3. About the way in which I made a difference to the person who sent me the recognition

How can leaders encourage a culture of meaningful recognition?

Start at the top	Train to introduce and reinforce	Invest in an effective platform
Manager recognition is crucial to creating a culture of recognition. Those regularly recognized by their managers are also more likely to regularly recognize others.	Few employees report receiving training on recognition best practices. Introduce regular training on how and why to send meaningful recognitions to empower every employee to contribute to a culture of recognition.	An effective recognition platform will drive the results HR leaders require. From the right metrics to key integrations, a recognition solution can be a true engagement and retention driver when carefully selected and executed well.

