

# appreciation

**recognition and enjoyment of the good qualities of someone or something**



More than 35% of employees consider lack of recognition of their work as the biggest hindrance to their productivity according to a recent poll by TimeJobs.com. This poll discussed why recognition is important in the workplace and what is the easiest way to recognize people.

Simply the easiest and most effective way to recognize employees is to be **appreciative**. Appreciation is one of the top 3 factors that makes employees *happy*. The report reveals that when we show appreciation to our staff and colleagues for their work and dedication we help instill loyalty which helps to develop a creative and positive working environment.

## **Here are some benefits of appreciation in the workplace:**

**Appreciation improves workplace morale.** Showing appreciation to a colleague creates a ripple effect in the workplace. An employee who feels appreciated is highly likely to show appreciation to their co-workers and other team members.

**Appreciation keeps us engaged.** In addition to improving productivity, showing appreciation in the workplace also increases employee engagement and dedication.

**Appreciation helps build loyalty.** Numerous studies show 60%-66% of employees leave their job because of a lack of appreciation.

**Appreciation improves productivity.** When people know their hard work is appreciated and recognized, they feel that their work is valued.

This motivates them to maintain and improve their great performance.

## **HERE ARE SOME TOP TIPS TO SHOW APPRECIATION TO YOUR COLLEAGUES TODAY:**

**Don't fake it.** Most of us can spot insincere gestures a mile away. For appreciation to be real and more than an item on a checklist, it has to be *genuine and sincere*.

**Look beyond your team** Appreciation means a lot no matter where it comes from. You can appreciate your direct reports, your peers, or even your leaders. Look beyond your immediate team and appreciate colleagues across departments and regions.

**Make appreciation frequent.** Practice frequent appreciation and make it part of your everyday routine. Find the great work that's happening around you, because if you look hard enough, you will find it.

**Be specific** Recognition is the perfect vehicle to drive your core values and bring them to life across your organization. Make sure you're recognizing the *right* behaviors and tying them to the bigger purpose of your organization.

Oprah Winfrey once said, "I've talked to nearly 30,000 people on this show and all 30,000 had one thing in common — they all wanted validation. They want to know, 'Do you hear me? Do you see me? Does what I say mean anything to you?'"