

10 Important Facts About Recognition and Engagement:

We Cannot Ignore What the Data is Telling Us

1. People are disengaged at work

Countless studies show that, on average, 30% of employees are engaged in their workplace across North America.

2. A disengaged workforce is less productive

The loss of productivity from disengagement costs \$300 billion annually in the US, not to mention the loss of innovation, continuous improvement and revenue generating opportunities.

3. Companies with a disengaged workforce make less money

The three-year growth rate was 2.3 times higher in companies with engaged workforces. When you add in turnover and retraining costs, our CFOs should be crying into their pillows at night.

4. Retention goes up with engagement

Engaged employees are more likely to report that they plan to stay in their current role or organization (anywhere from 37% to 87% higher).

5. Engaged workplaces are safer

Safety incidents are almost half of that in engaged companies than disengaged workplaces; not surprisingly, lost time from sick and stress leaves are also lower.

6. Engagement cannot be dumped on leaders' desks

Over 90% of leaders report they already have too much to do and 75% report having no capacity; engagement will rise once leaders see that an engaged workforce takes work off their plate and organization cultures reward leaders for delegation, capacity building and shifting accountability.

7. Engagement doesn't happen in an office

The LEAN/continuous improvement world has shown us that leaders need to be visible and engage with staff in meaningful, ongoing ways rather than stuck in meetings and sitting in offices; visible leadership isn't a fad but the way work is valued and understood.

8. Recognition is the single easiest way to boost engagement

Teams with high recognition satisfaction report significantly higher trust in the organization, satisfaction with leaders, continuous improvement participation, intention to stay and overall engagement; one easy to use approach with a ripple effect of benefits.

9. We often waste recognition dollars

The majority of recognition dollars go to a few specific programs and events (Years of Service, Corporate Events) but they don't always match up to what employees want most; sincere, timely, meaningful and personalized recognition in whatever form is key.

10. Anyone can boost recognition immediately

Over 85% of individuals want to be recognized in one of three ways: a verbal thank you, personalized specific words of praise, a written thank you; leaders and peers can use any of these options right away with (virtually) no cost and minimal extra time.

So what is your next step in boosting engagement through recognition?

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