Q04.

In the last seven days, I have received recognition or praise for doing good work.

three x three

3 Facts

1. Employees who are not adequately recognized at work are 3 times more likely to say they'll quit in the next year.

2. Gallup's research shows that managers and leaders hamper their own effectiveness and diminish the power of their employees when they fail to use the power of positive feedback.

3. Globally, only 4 in 10 employees strongly agree that they have received recognition for doing good work in the last seven days.

3 Attributes of Effective Recognition

Authentic
Recognition that feels genuine, real, and heartfelt.

A

Meaningful
Praise that highlights the value of the work and the person doing it.

M

Motivating
Recognition that taps into what matters most to the individual.

M

3 Best Practices

1. Provide **process** rather than person praise. Process praise is specific and highlights the behaviors to replicate. Person praise can feel good but doesn't have building power.

2. Make recognition a regular agenda item.

3. Learn how each of your colleagues prefers to receive praise and recognition.

Person praise: "You're so talented."
Process praise: "I really appreciate your attention to detail."