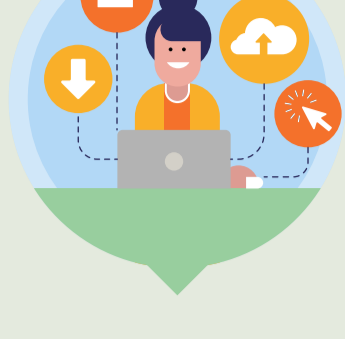


# Employee recognition: FIVE SECRETS from strategies that work!

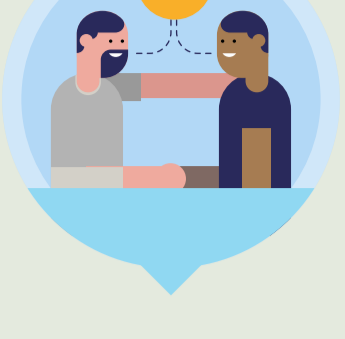
## A SUCCESSFUL RECOGNITION STRATEGY BRINGS...



**+30%**

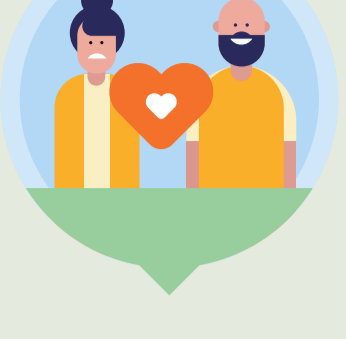
**productivity**

when a team is given praise<sup>1</sup> on a daily basis.



**+20%**

**engagement**<sup>2</sup>



**-31%**

**turnover**<sup>3</sup>



**+27%**

**benefits**<sup>4</sup>

... building on five key drivers:

### 1 INVEST IN COMMUNICATION!

**58%** of employees know their company has a recognition program (even though **75%** of companies have one<sup>5</sup>).

**Invest in communication as much as program implementation!**

### 2

#### ADAPT TO EMPLOYEE EXPECTATIONS

The top three employee expectations<sup>6</sup>:



**1 Financial security and personal safety**



**2 A healthy work-life balance**



**3 Training and personal development**

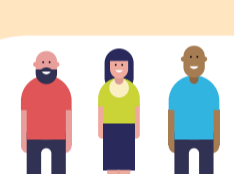


**70%** of employees say they would be **more loyal** to their employer if they could **customize their benefits**<sup>7</sup>.

**Your employees have wide-ranging expectations! Expectation surveys, data analysis and customization are just some of the many ways to improve their satisfaction.**

### 3 REWARD ACTIONS ABOVE ALL!

**87%** of recognition programs involve **tenure-based reward systems**<sup>8</sup>.

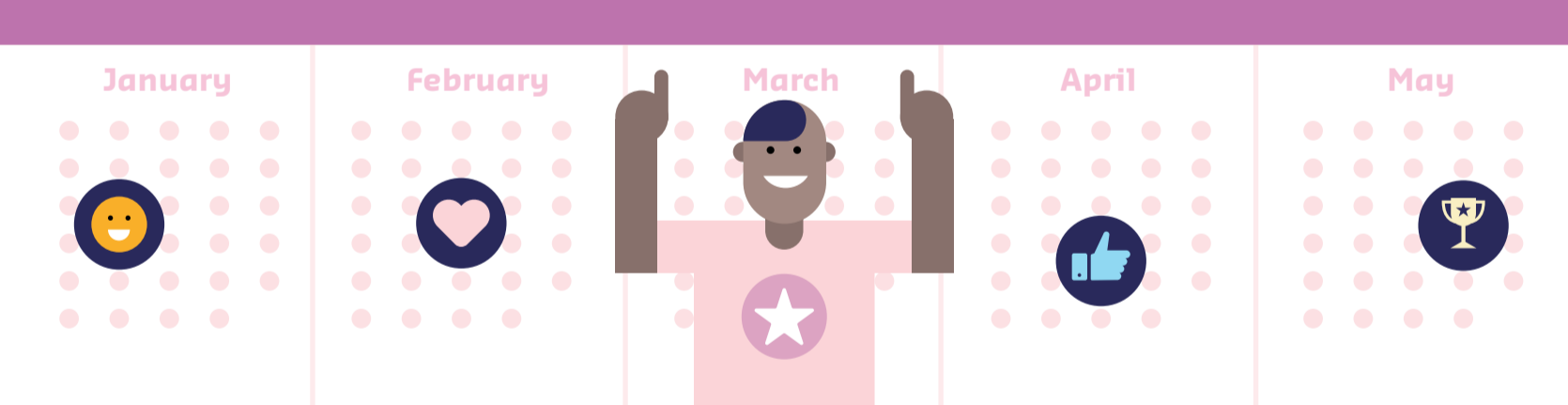


Yet only **18%** of employees receive recognition when their actions are consistent with company values<sup>9</sup>!

**The most effective ways<sup>10</sup> of achieving a company's strategic goals — in areas such as management, adherence to company values, and safety — reward more than just loyalty or results. They also focus on conduct as a contributing factor!**

### 4

#### ENSURE THE RIGHT TIMING



**65%** of employees believe they should be given recognition for their performance **at least once a month**<sup>11</sup>.

**Employees prefer to be rewarded or complimented when they give their best. Yet, too often, this recognition comes only once a year.**

### 5

#### EMPOWER EVERYONE!



**88%**

of managers have **no formal training** about their company's recognition program!<sup>12</sup>



**67%**

of employees see **praise from their managers** as their **number one source of motivation**.<sup>13</sup>



**35%**

more likely to see **a positive impact on results**<sup>14</sup> when companies have **peer-to-peer recognition programs**.

(compared with companies that rely only on recognition from managers).

**Any recognition strategy can only be effective if it involves management and the entire organization! Training and awareness are part of an endless array of ways to create a company culture that fosters positive attitudes daily.**



IT'S YOUR TURN

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#### THE SOURCES

- <https://www.bostonglobe.com/business/2013/11/17/appreciation-more-important-than-pay-employees-say/43QILtdclrfsg5PHUlvYIN/story.html>
- <http://sodexoinsights.com/wp-content/uploads/2016/03/Reaching-Every-Employee-Engagement-Trend.pdf>
- <http://www.forbes.com/sites/joshberin/2012/06/13/new-research-unlocks-the-secret-of-employee-recognition/#7cd5333b2d94>
- Sodexo Workplace trends 2015 <http://viewer.zmags.com/publication/6afcd0688/6afcd068/1>
- <http://www.forbes.com/sites/joshberin/2012/06/13/new-research-unlocks-the-secret-of-employee-recognition/#7cd5333b2d94>
- Sodexo Study, 2016 (3224 employees interviewed in the USA, India, France, Poland and Brazil.)
- <https://benefittrends.metlife.com/us-perspectives/opportunity-is-knocking/>
- <http://www.forbes.com/sites/joshberin/2012/06/13/new-research-unlocks-the-secret-of-employee-recognition/#2aaf80882d94>
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- <http://www.eadion.com/site/uploads/OCT-Performance-Recognition-White-Paper-Intl-Updated-2014-01-07.pdf>
- <https://www.worldatwork.org/adimLink?id=72689>
- McKinsey Motivating People, Getting Beyond Money
- SHRM/Globeforce Employee Recognition Survey, 2012