

happiness in the workplace

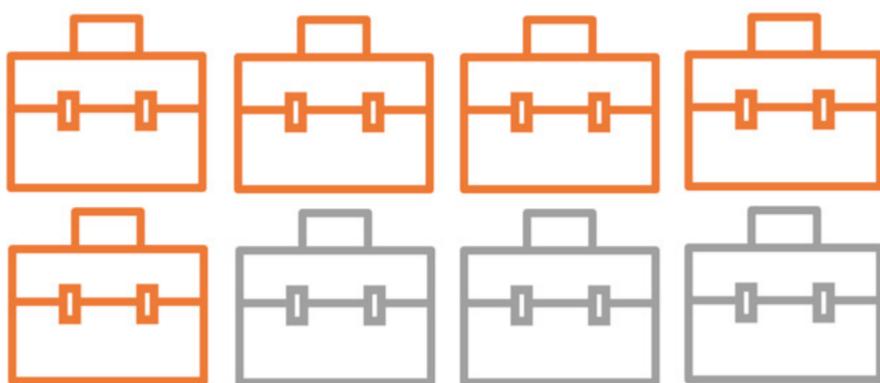


More than half of employees say they feel either “very appreciated” or “mostly appreciated” at work; those that feel less appreciated align with well-known employee engagement statistics:

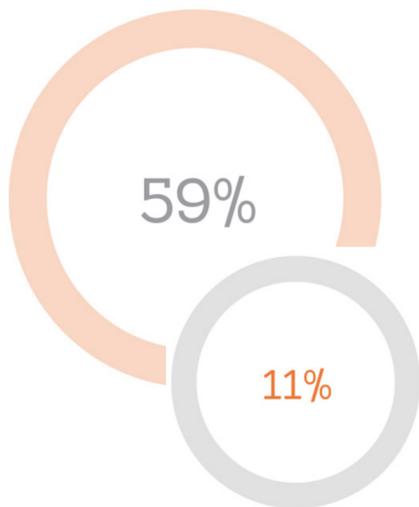


In a Gallup study, **51%** of US workers said they are “**not engaged**” at their current job; **47%** in the Kronos study **do not feel appreciated**, or feel only **somewhat appreciated**

17.5% in the Gallup study said they are “**actively disengaged**” at their current job; **15%** in the Kronos study **feel not that appreciated**, or **not at all appreciated**

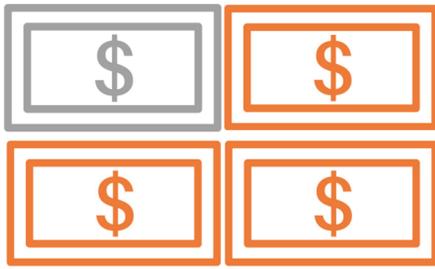


sixty-one percent of employees have thought about searching for a new job in the past year, and more than **one quarter** thought about it in the past week



of employees who thought about it in the past year, **59%** either do not feel appreciated, or feel somewhat appreciated, compared to **11%** who feel very appreciated

44% of employees say their company is “average” compared to other organizations when it comes to showing appreciation to employees, while **20%** say their company is “one of the worst/worse than most”



while salary, promotion & bonuses win out in employee motivation surveys, **nearly one quarter** report that a raise did not improve their motivation or general feelings of appreciation at work

of those who received a raise, only **forty percent** said it improved motivation or general feelings of appreciation for six months or less, while **thirty percent** say the raise boosted these feelings for a mere month or less

THANK YOU

when asked what gives them a high sense of satisfaction at work, employees say receiving a “Thank You” from their direct manager (**55%**) nearly doubled that of public recognition at a job well done (**28%**)

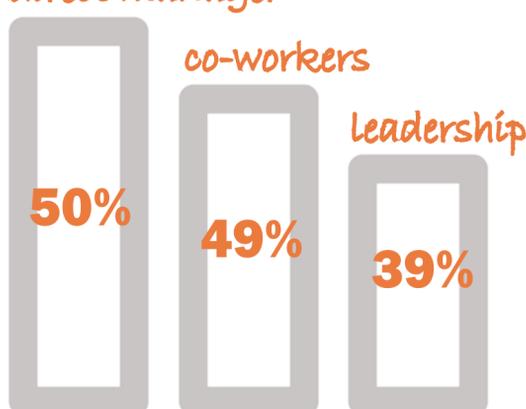


receiving positive feedback from fellow employees at all levels gave the highest sense of satisfaction (**70%**)

private, one-on-one communication is preferred over receiving positive recognition with others present (**59% vs 26%**)

verbal recognition is preferred to email communication when receiving positive feedback (**61% vs 24%**)

direct manager



while **fifty percent** say positive feedback from a direct manager provides the most satisfaction, **forty-nine percent** say feedback from co-workers also gives them satisfaction; but only **thirty-nine percent** say positive feedback from their leadership/executive team does the same

among those who do not feel appreciated or somewhat appreciated at work, rude or mean-spirited communication coming from a co-worker is just as detrimental to feeling appreciated as it is coming from their direct manager

co-worker relationships is the number one thing employees who had a previous job miss about the most recent job they left (**32%**), beating out company benefits (**22%**), unique perks (**20%**), and relationships with their previous boss (**16%**)



for employees who feel somewhat or not at all appreciated, **not being recognized** for the work they do was the top reason cited by **nearly half** as something that makes them not feel appreciated

not being recognized for work is cited nearly twice as much as receiving criticism (**26%**) and heavy workload (**25%**), and more than twice as much as poor work-life balance (**23%**) and someone taking credit for work they did (**22%**)

more than **three-quarters** of employees who have a direct boss/manager think they could do even better; when asked what they would immediately change with respect to showing appreciation and recognition if they traded places with their boss, **thirty-eight percent** (the highest percentage) would simply say “thank you” more