

# Field Guide to Appreciation

The Energage Survey Statement

“I feel genuinely appreciated at [this company].”

Survey Theme

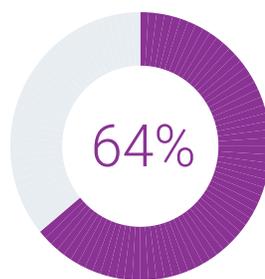
Connection

## Why Appreciation Matters

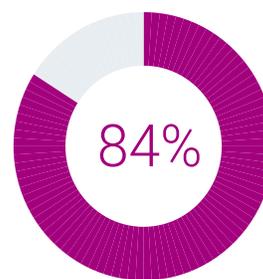
Want to improve motivation, job satisfaction, self-esteem, and employee retention? Neuroscientists, kindergarten teachers, and all the world’s religions agree that giving and receiving appreciation helps us be and feel better. In the workplace, it’s a relatively inexpensive and self-sustaining performance and positivity boost.

Who – and what – you celebrate can tell your employees a lot about the kind of culture you have and the kind of culture you want. When frequent and genuine appreciation is modeled every day from the top down, you’ll create a culture that people want to be a part of and contribute to in every way.

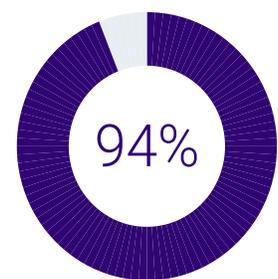
## Appreciation at Top Workplaces vs. Average Organizations



Average  
Organizations



Top  
Workplaces



Top 10%  
Top Workplaces

Only 64% of employees at average organizations responded positively to the Appreciation statement on the [Energage Survey](#). But at Top Workplaces, this jumps to 84-94%.

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## How to Help

### Quick Fixes

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- Take every opportunity to give a sincere compliment or a simple “thank you.”
- Incorporate meaningful appreciation into team and company meetings.
- Think about the ways that people prefer to be appreciated. If you don't know, ask.

### Big Picture Plans

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- Implement [Energage Connect](#) to provide another way to share thanks.
- Emphasize appreciation in all training sessions.
- Explore various formal praise and recognition strategies to find a fit for your culture.
- Encourage and role model a culture of peer-to-peer appreciation.

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## What to Watch for

- Make sure people are comfortable being appreciated publicly before doing so. Different people define appreciation different ways.
- Some falsely believe that rarity adds value to appreciation. But as long as it's genuine, more appreciation is almost always better.
- Allowing appreciation to fall through the cracks during stressful times when it is usually most valuable.
- Some people feel nervous or even defensive when appreciated. It's important to make sure people feel safe to accept appreciation.
- Some employee recognition programs can seem inauthentic. Peer-to-peer appreciation and manager appreciation should complement each other.

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## What Appreciation Sounds Like

“When you are in the presence of senior management and they make you feel like family, it is a great feeling of appreciation.”

“My team and bosses always thank me for the work I do for them. We get acknowledged each week in our team meetings when we start with ‘Shout Outs!’”

“There is recognition in all forms and at all levels within our company, from formal and informal to 1:1 and in groups. It’s built into our DNA.”

“I feel appreciated because everyone, including upper management, knows my name. They personally say hello in passing, which makes me feel like more than just a number to them. Also, the transparency within the company is very much appreciated.”

“The management team acknowledges success and lets you know that they are appreciative of you and your efforts. Whether that is through a verbal “good job, thanks” or another reward, it’s well above what most companies do for their employees.”