

PAPER Orange

FROM THE
O.C. TANNER INSTITUTE

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RESEARCHING AND SHARING
INSIGHTS THAT HELP
ORGANIZATIONS INSPIRE AND
APPRECIATE GREAT WORK.

TOP 5 REASONS EMPLOYEES DON'T GIVE RECOGNITION— AND HOW TO FIX IT

Groundbreaking study shows that although employees understand the benefits of giving recognition, very few of them have actually given it in the last month.

29% of employees surveyed around the world reported they had not given recognition in the last month.

What stops employees from giving recognition?
The results came back surprising.

The Top 5 Reasons Employees Don't Give Recognition:

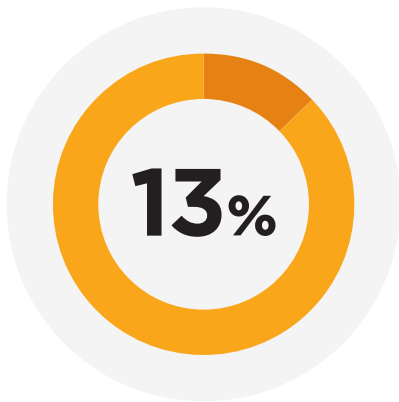
- 1** I'm saving recognition for only the "best" work
- 2** Not applicable—I already give enough recognition
- 3** I have budget concerns
- 4** My organization doesn't have a program to give recognition
- 5** I don't feel empowered to give recognition

How do you fix this problem? The answer is simple: with email.

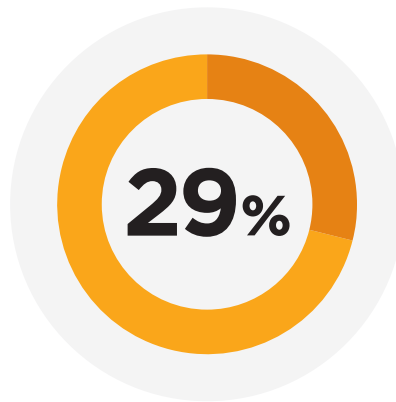


3/4 of employees surveyed said they wished their organization used email to encourage giving recognition.

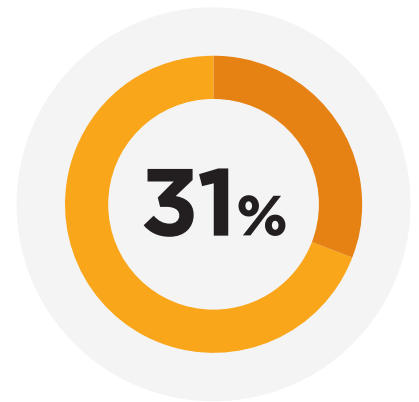
In fact, employees expressed they wanted reminders about the importance of giving recognition more often than you would think.



Would like daily emails



Would like weekly emails



Would like monthly emails

Overall, when employees give recognition it positively impacts not only their engagement scores but the overall wellbeing scores at the company. To read more about the benefits of giving recognition or how to encourage your employees to give more read the full [White Paper](#).

DISCOVER MORE RECOGNITION BEST PRACTICES AT OCTANNER.COM/INSTITUTE.

