



Tips For Building An Appreciation-rich Work Culture That Lowers Voluntary Turnover By 31%

When you help the teams you serve build their group norms the way we teach you during tier one [TIGERS Licensing Training](#), you can correct appreciation issues and employees will champion the corrections.

In fact, Organizations that scored in the top 20 percent for building an appreciation-rich culture had 31 percent lower voluntary turnover rates and a 14% improvement in productivity.

The following chart promotes four ways to improve employee appreciation in the workplace:

<p>Recognize employees based on specific results.</p>	<p>Say employees collaborate and make a spectacular sale or offer exceptional service to another department. Reward them. This promotes the idea of “Doing the right thing.”</p> <p>When you build your group norms, ask you employees to identify ways to show appreciation for employees who go above and beyond what is required. Put financial qualifiers on it, so their suggestions don’t break the bank. Many organizations offer gift cards, shout outs in employee newsletters or a gold star toward a Christmas bonus.</p> <p>We like a gold star toward a year-end bonus. This prepares you to compensate employees based on performance and establishes a high bar for others to follow. Compensation can be based on cost savings or productivity improvements. You set the bar. This is the fastest way to build and improve human behavior for workplace cooperation and collaboration.</p>
<p>Implement peer-to-peer recognition.</p>	<p>It’s nice when your boss says “good job,” but it’s even better when your coworker does. That’s because your coworkers probably know you a lot better, so they know what you do every day. When your group norms identify how employees improve trust, interdependence, genuineness, empathy, risk resolution and success in the workplace, the “good job” says you did exceptionally well.</p>
<p>Share recognition stories.</p>	<p>Storytelling sets us apart. In the training, Engaging Employees to Champion Change, we share how quickly improvements occur when you implement story telling about successes. Make it a learning experience for others.</p>
<p>Make recognition easy and frequent.</p>	<p>Build a “points” system, in which employees are allotted a number of points with which to give other employees for outstanding work.</p>

Regardless of the method or programs your organization implements, take some time to encourage an attitude of appreciation in your organization. It builds relationships and retention.