

**Prevent
and cure**



Centrale des syndicats
du Québec



**Poor recognition of efforts
and results**



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What do we mean by recognition in the workplace?

Recognition in the workplace is fundamental: it allows workers to feel useful and appreciated. It is a powerful motivator to mobilize and retain employees, as well as a source of well-being in the workplace.

Recognition takes many shapes:

- Recognition of a person relates to appreciation for individuals. For example, it can be shown when someone takes the time to greet you or to include you in the work team.
- Recognition of results relates to achieving objectives. It is defined by specific, observable and measurable factors. It can take the shape of a reward or a special mention.
- Recognition of effort is not directly related to the achievement of objectives, but rather serves to recognize perseverance or the handling of more difficult or complex cases.
- Recognition of proficiency relates to the quality of work: behaviours, competencies, and other professional skills. It recognizes creativity, discipline, and gentleness.
- Integrative recognition allows employees to participate in important decisions. Workers feel valued because they are playing an active role in the evolution and growth of a workplace.

What should recognition in the workplace look like?

In addition to monetary and years of service recognition, employers should incorporate tangible and authentic recognition in their management practices, in some cases on a daily basis. For example:

- ✓ Showing respect and appreciation for every person and job function;
- ✓ Guiding workers in their career path;
- ✓ Recognition that is in line with the responsibilities and accomplishments of the employee;
- ✓ Regular appreciation for efforts made;
- ✓ Acknowledgment for achieving results;
- ✓ Encouraging creativity and new practices developed by personnel;
- ✓ Implementation of training and mentorship by more experienced co-workers or those with a particular expertise;
- ✓ Listening to and acknowledging the opinions and ideas of workers when formulating development action plans.

What does poor recognition look like?

Poor recognition is not synonymous with absence of recognition. For example, there may be an adequate recognition plan for years of service, but a poor one for recognizing employees and their efforts.

What are the risks of poor recognition?

Several studies have shown that poor recognition, together with a heavy workload, can lead to:

- musculoskeletal problems;
- cardiovascular diseases;
- mental health problems.

Work is more than a job. It is also a place where we spend a significant part of our lives. Enjoying our work increases our commitment to it and creates a sense of accomplishment.

How can the situation be improved?

Are you suffering from the effects of poor recognition? The problem is not in your head. The organization of work is at fault and it can make you sick.

TALK TO YOUR UNION.

Indeed, advocating for better recognition on your own when the organization doesn't value it can be difficult. However, by raising the subject with your union, you alert them to your situation. They may already be aware of other workers experiencing the same problem and be able to put you in touch with them. Together with you and other affected workers, your union can analyze the situation and devise a strategy to remedy the issue.

Together, we have the power to act.