

Well-Being *meets* Recognition:

The Path to Happier, Healthier Employees

Building a workplace where employees feel great *and* give their best starts with a simple formula: **combining well-being and recognition.**



Well-being and recognition are deeply interconnected and essential for building a thriving workplace culture, driving employee engagement, and cultivating loyalty. A well-being strategy is most effective when paired with meaningful recognition. Employee recognition not only reinforces positive behaviors but also strengthens morale, amplifying the impact of well-being initiatives. Without recognition, even the most well-designed well-being programs may not reach full potential.

Gallup research reveals that thriving employees take fewer sick days, perform at higher levels, and remain with their organizations longer. One of the most powerful ways to cultivate this well-being is through meaningful recognition.

Give and Get: The Cycle of Positivity

A well-rounded recognition strategy becomes even more powerful when integrated with initiatives that support employee well-being, creating a truly holistic approach. Recognition and well-being are two sides of the same coin—each reinforcing and amplifying the other to build a more positive, fulfilling work environment. Think about how a simple “thank you” or acknowledgment of a recent success can instantly boost your mood and energy. Now, imagine the impact when well-being is prioritized alongside recognition—creating a workplace where employees feel valued, supported, and empowered to perform at their best.

This connection flows both ways. Employees who receive recognition feel appreciated, leading to increased motivation, engagement, and resilience. Recognition enhances well-being by reducing stress, improving mental health, and strengthening loyalty. On the other hand, giving recognition is just as impactful—research shows that expressing gratitude can increase happiness by 25% (Forbes¹) and contribute to better sleep, mood, and immunity, while reducing anxiety and chronic pain (American Heart Association²).

This mutual exchange creates a continuous cycle of positivity—where employees feel valued and motivated, while organizations cultivate a healthier, more engaged workforce.





Gallup's 7 Catalysts to Support Employee Well-being³:

- 1) **Development:** Do your development plans include well-being goals?
- 2) **Recognition:** Do you share and celebrate well-being successes?
- 3) **Communication:** Are your messages, especially from leaders and managers, consistent with a high-performing and net thriving culture?
- 4) **Incentives:** Do they inspire participation in activities that produce results?
- 5) **Events:** Do they build awareness of net thriving culture and change behaviors?
- 6) **Rules and Guidelines:** Do they work for or against thriving in each of the five elements?
- 7) **Facilities:** Is it easy to move around your office space, see outdoors and collaborate?

Into Action: Connecting Recognition and Well-Being

Partner with wellness providers to offer recognition points for participating in health programs such as gym memberships, meditation apps, fitness trackers, or nutritional counseling.

Send well-being-themed gift packages containing stress-relief items such as stress balls, herbal teas, planners, and exercise gear to support employees' mental and physical wellness.

Maintain consistent communication about self-care, highlighting wellness-related redemption opportunities within a diverse selection of reward options.

Recognize wellness milestones by acknowledging employees who complete fitness challenges, mental health workshops, or self-care routines.

Encourage peer-to-peer wellness shout-outs to recognize colleagues inspiring healthy habits.

By integrating recognition and well-being, organizations create a culture where employees feel valued, engaged, and empowered to thrive—resulting in a **happier, healthier workforce**.

¹ <https://www.forbes.com/sites/bryanrobinson/2019/11/18/the-power-of-gratitude-and-how-it-raises-your-happiness-level/>

² <https://www.heart.org/en/healthy-living/healthy-lifestyle/mental-health-and-wellbeing/thankfulness-how-gratitude-can-help-your-health#:~:text=Research%20has%20shown%20that%20that,anxiety%2C%20chronic%20pain%20and%20disease.>

³ <https://www.gallup.com/workplace/215924/well-being.aspx>