

Do your employees know how much you value them?

A 'choose-your-own' workplace adventure

Showing employees you value them is not always easy, but if it's going to be an adventure, at least you can choose your own!

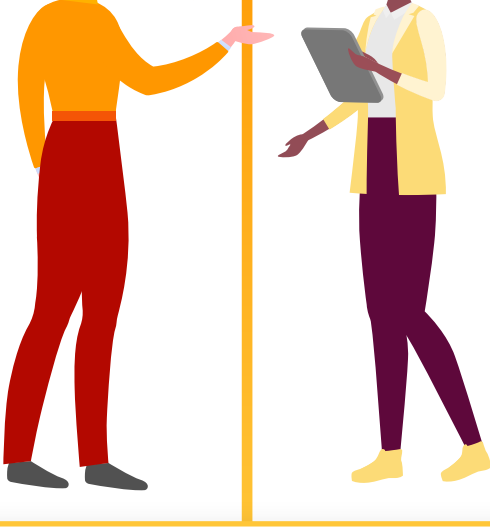
Does your organization have a mission? What is it?

An organization is defined by a common mission and purpose – at least it should be! Do you know why you're here? Does the whole team?

Yes

We know our mission!

Looks like you're headed in the right direction and everyone is on board for your next step. Keep going to find out more about how you can show employees you care.



No

I don't know. Why are we here again?

According to a poll of U.S. employees:¹

41% strongly agree that they know what their company stands for.

22% strongly agree that leaders in their organization have a clear direction.

Having a clear mission and well-understood purpose gives an organization direction and helps employees find meaning in their work. In a recent survey by Glassdoor², most of the 5,000 respondents said company culture is more important than salary when it comes to job satisfaction.

Do you know how to listen?

Group meetings, one-on-one meetings, performance reviews, surveys... Does your company use any of these to listen?

Yes

Of course we listen.

Listening to employees is the first, and most important, step to show you care.

Employees are a great source for ideas and their input matters.

Hearing what they have to say and taking it to heart builds mutual trust with the team and proves good for business.

No

We don't listen as well as we could.

There are lots of great ways to listen. If you aren't sure how best to listen to your employees, try asking them!



95.76% of employees want to be able to give at least some feedback.

57.20% want to give feedback at least monthly.³

Is recognition built into your day to day?

Team meetings, weekly celebrations of team members, events, peer-to-peer recognition – for every way to gather feedback, there is a way to provide recognition. Does your company make use of opportunities to recognize employees?

Yes

Of course we infuse employee recognition into our day-to-day.

Good thing! Among employees who said they were recognized within the last three months:⁴

89% feel effectively appreciated by their supervisors

83% feel their level of recognition is satisfactory

90% feel that their managers effectively acknowledge and appreciate them

76% love their jobs

No

We could definitely work more recognition into our day to day.

You definitely could. You aren't alone though. Set your company apart by being the minority in the below stats:⁴

30% In the past two weeks, just 30% of employees received any kind of recognition from their bosses.

21% A mere 21% of employees feel strongly valued in their workplace.

Just 1 out of 4 employees feel fully recognized for doing great work.

Do you know what makes your employees feel valued?

You need a strategy to learn what makes your employees feel valued. You have one of those, right?

Yes

We have a strategy. We know what matters to employees.

If you do, your success will make it obvious. **Great job!**



No

Not really. They come to me when there's a problem.

There's no better time than right now to start asking employees the right questions to learn what makes them feel valued:

? How do you work best?

? How can I promote your growth?

? What does success look like to you?

Do you use an engagement management tool?

Yes

Of course. We know we need to stay on top of employee engagement.

Great work! Staying in front of burn-out and turnover takes more than a few meetings and the occasional gift card. The impact of authentic engagement is far-reaching and the right engagement management tool can make a huge difference.

In a TINYpulse survey of leaders, **70% say they want a way to stay on top of positive and negative changes in employee sentiment**, and **88% believe that frequent feedback loops improve employee retention.**⁵

No

It's hard to keep it all organized ...

An easy, cost-effective way to listen better and recognize more often is an engagement management tool like TINYpulse by Limeade. TINYpulse helps you reach out to employees with the right questions, and empower your team to appreciate more of what makes work better.

When academics study human behavior, they hope they can explain half of the causes behind the behavior. TINYpulse can help you explain 70% of employee happiness!⁶

Your employees know you care.

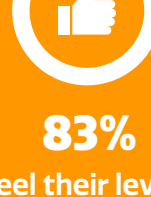
More yes answers mean you've said "YES!" to valuing employees and listening to them. An engagement management tool like TINYpulse can level-up how you listen and equip you to prioritize recognition for those who keep your business working.

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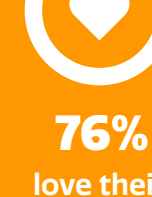
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You have lots of areas of opportunity to let your employees know you care.

As reported in a recent TINYpulse survey, engaged teams outperform their peers in a lot of ways, including:⁷



18% higher productivity



23% higher profitability



10% higher customer loyalty

After you add in lower absenteeism, slower turnover, and fewer safety incidents, the value of choosing to care cannot be understated. The good news is an engagement management tool like TINYpulse can help you ask the right questions, help your team recognize the right successes, and help every employee know how much you value them.

Schedule a demo

¹Harway, Jake. (2021) Productivity vs. Priority Overload: 3 Steps for Leaders. Gallup Workplace.

²Glassdoor. New Survey: Company Mission & Culture Matter More Than Salary.

³TINYpulse. How to make employees feel heard and valued in the workplace.

⁴TINYpulse. Employee Recognition: Why It Matters And How To Do It.

⁵TINYpulse. The science behind employee engagement @ TINYpulse.

⁶TINYpulse. The science behind TINYpulse Engage.

⁷TINYpulse. The Key to Unlocking True Employee Engagement.