

Article: “Self-Acceptance” in the Workplace.

Recognition at Work: A must

Workplace recognition is far more than just a human resources management tool; it’s a cornerstone of a healthy and thriving work environment.

Despite its undeniable importance, recognition at work is still too often overlooked or undervalued by organizations.

According to a Léger survey conducted in February 2024 on behalf of Mouvement Santé mentale Québec, 49% of respondents reported receiving recognition from their colleagues, while only 37% said they received it from their managers.

Yet workplace recognition is a well-established protective factor for mental health. It also has a significant positive impact on employee engagement, motivation, and job satisfaction.

There are various types of recognition¹:

1. Existential recognition

This type of recognition is directed at Claude or Florence as individuals—not merely as the marketing manager or the accountant. It allows people to feel valued and appreciated for who they are as human beings.

Existential recognition is demonstrated through meaningful relational interactions, such as greeting colleagues warmly in the morning, involving employees in decision-making, maintaining transparency in communications, and offering the flexibility needed to balance work with family responsibilities. These actions create a sense of respect and connection, fostering a positive and inclusive workplace culture.

2. Recognition of effort

This type of recognition highlights participation and contributions to work processes, as well as the effort invested in achieving goals—regardless of the outcome. For example, acknowledging the energy poured into a project even before it is completed demonstrates this form of recognition.

3. Recognition of practice

This focuses on how a person performs their tasks, emphasizing their professional qualities, skills, and workplace behaviors.

4. Recognition of results

This is the most commonly highlighted form of recognition, focusing on the appreciation of work outcomes and the achievement of goals.

Limiting recognition to results alone would be a mistake. Each of the four types of recognition outlined above brings significant benefits to the well-being of teams and, by extension, to the organization as a whole.

¹ Inspired by: <https://www.revuegestion.ca/le-pouvoir-de-la-reconnaissance>

Recognition by peers is often perceived as equally important as, if not more authentic than, recognition from managers. Peers frequently have a deeper understanding of the realities of specific tasks and the accomplishments of their colleagues, making their recognition particularly meaningful.

Organizational culture plays a pivotal role in shaping the presence of recognition within a workplace. This can be influenced by leadership's messaging and practices, the adoption of policies promoting recognition, or other measures encouraging its integration into daily operations.

Whether delivered on a personal level or through organizational initiatives, recognition is vital in cultivating a healthy work environment that supports employee well-being and engagement.