



With so many duties and responsibilities competing for our attention, it's no surprise that **RECOGNITION** can sometimes fall to the bottom of our to-do lists. Unfortunately, this can be detrimental for your team and, according to [Gallup](#), can result in increased workplace accidents, decreased productivity, increased turnover, less engagement, and more absenteeism.

If you're like most of us and don't know exactly where to begin, one of this month's Feature Bites is a great place to start. The report by Gallup and Workhuman, "Unleashing the Human Element at Work | Transforming Workplaces Through Recognition," will provide you with information on why recognition is important, how often you should be recognizing others, details on how you can make it more meaningful and impactful for each of your team members, and what steps you need to take as a leader to "...unleash the human element at work." ([Gallup, 2022, p.32](#))

When we've asked supervisors on campus to tell us what barriers keep them from creating a culture of recognition, the most common response we hear is that there just isn't enough time to make it happen. With all the proven benefits of recognition, we'd argue that making time is not only a choice that must be prioritized, but an investment that can yield incredible returns. And by investment, we mean an investment of your time, because a simple "Thank you" doesn't have to cost anything but that.

Remember, recognition is a leader's strongest tool, but you won't see any results if you don't take it out of the toolbox.

Until next month!

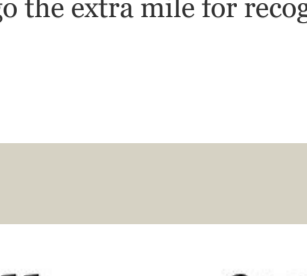
HRS Employee Relations

This newsletter is for YOU, so feel free to reach out with any questions, comments, suggestions, thoughts or concerns you may have that we can address in upcoming issues.

STARTER BITES

"Recognition is not a scarce resource. You can't use it up or run out of it."

- Susan M. Heathfield



"What gets recognized gets reinforced, and what gets reinforced gets repeated."

- Anonymous

"People work for money but go the extra mile for recognition, praise and rewards."

- Dale Carnegie

FEATURE BITES

Five Key Pillars of Recognition

The five pillars of recognition represent the critical elements of strategic recognition. Recognition has the most positive impact when it satisfies each of these core criteria.

Fulfilling Employee's Recognition Experiences

Authentic

Personalized

Equitably Distributed

Embedded in an Organization's Culture

"To build the right workforce for the future and leverage its capabilities, leaders must take a human-centered approach to building their employee experience and employer brand. It starts by demonstrating to employees they are valued by recognizing their contributions." ([Gallup, 2022, p. 2](#))

Click on the following link to download this PDF report by Gallup and Workhuman: [Unleashing the Human Element at Work: Transforming Workplaces Through Recognition](#)

Have you visited the HRS resource page on [Employee Recognition](#)?

Here's what you'll find:

1. List of reasons to recognize others.
2. Ideas for informal ways to provide recognition.
3. List of formal recognition awards.
4. UNI "Thank you" note template.



Your mission, should you choose to accept it, is to **RECOGNIZE** someone on your team in a way they've never been recognized before. Use the resources above to guide you, and contact us to share your experience and be featured in next month's newsletter.

Will You Accept This Challenge?



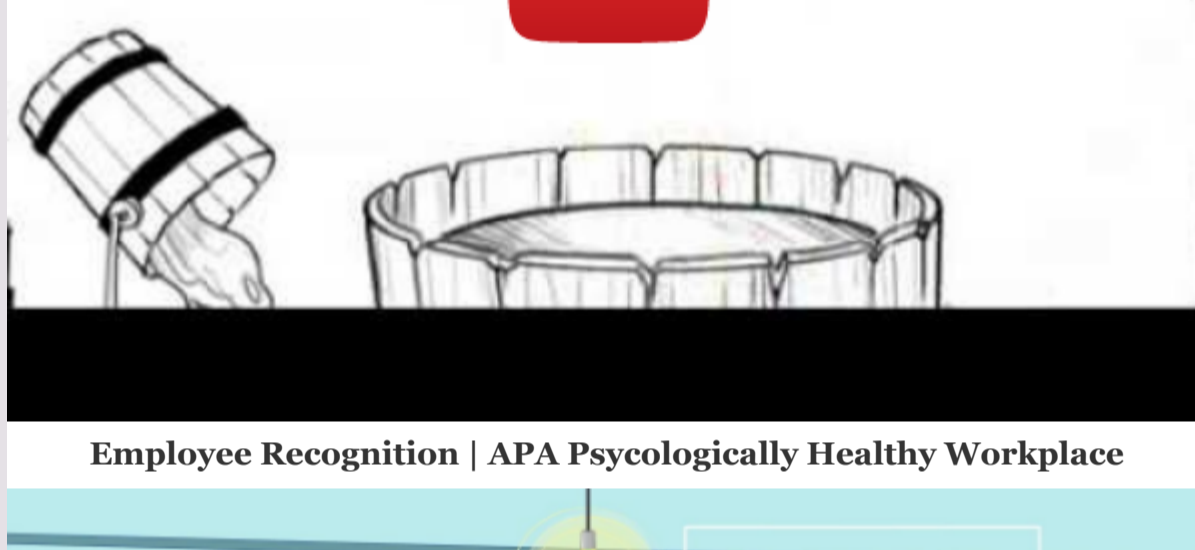
Welcome New UNI Supervisors

- Megan Perry, Registrar's Office
- Stephanie Rojas, Study Abroad Center
- Steve Breittkreutz, Utilities & Power Plant
- Scott Boose, Utilities & Power Plant

We want to feature YOU! Do you have any supervisory tips/tricks you'd like to share? Burning questions about supervision you'd like to ask? Are you a new UNI supervisor? Do you have a cool or unique workspace? Reach out to be featured in our upcoming issues.

SMALL BITES

The Ripple Effect of Employee Recognition | Maritz Motivation



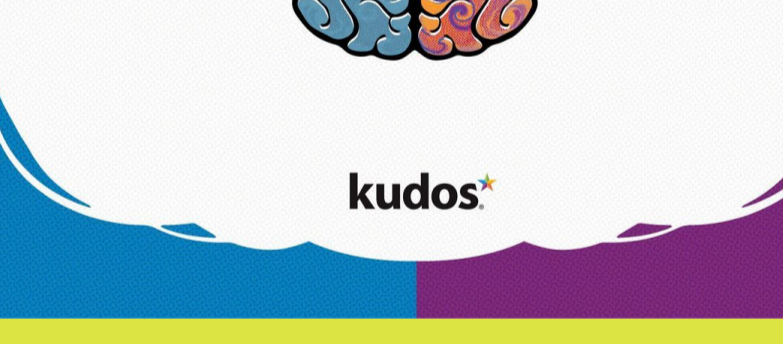
Employee Recognition | APA Psychologically Healthy Workplace



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[The Science Behind Employee Recognition | Taryn Hart](#)

Your Brain With Recognition



kudos*

LinkedIn Learning

Making Recognition a Routine

WATCH this 3-minute video by Simon T. Bailey

To access this video, click on the purple button above and enter your UNI email address when prompted. If your personal email address populates, please ensure you click on the "change" link first to update your email address. Once entered, click on "Continue to the University of Northern Iowa LinkedIn Learning account" to access content.

BIG BITE



Book Club

The Optimistic Workplace: Creating an Environment That Energizes Everyone by Shawn Murphy.

Chapter III, "The Power of Contagious Emotion," explains that leaders can create optimistic work climates that support not only an employee's well-being, but also their own. Interestingly, the author differentiates between fleeting happiness, and happiness that is derived from an internal locus-of-control when we learn to care for ourselves first. After all, leaders who do not genuinely find meaning and purpose in their work cannot be expected to lead others to find that for themselves. Optimism in the workplace can have positive effects on people, progress and profits; however, this must be focused on tending to people's human needs. One of those benefits is "unplanned giving," which is described as spontaneous acts that benefit an organization as a result of positive moods or emotions. Yale professor Sigal Barsade found that people's moods and emotions influence group interactions; therefore, we must alter our moods to help our teams perform at a higher level. Most importantly, this chapter posits that the idea of balance between work and life is "bunk" because these worlds will always be competing for our attention. To counteract the inevitable losses this can create, we need to shift our mindset towards integration and a deep understanding of how the aspects of our work life and our personal life intertwine.

Chapter III in Tweets:

- Human needs are good for business and for employees.
- Spontaneity is a result of the contagiousness of optimism.
- Happiness is overused and often reduced to Hallmark card pleasantries.
- Creating a positive work climate starts by discovering what in your work brings you meaning.
- Balance is bunk - it's about integration.
- Own the emotions you spread.

Favorite Quote:

"There is happiness that generates pleasure, which is fleeting. Then there is happiness derived from meaning, self-awareness, and growth in life that helps a person become fully functioning: pursuit of one's best self." (p. 47)

"The benefit to positively shaping the climate for your team is getting to yourself better and discovering how to fulfill your own potential...To genuinely create a climate of optimism and advocate its business value, you need to tend to your own happiness triggers and discover meaning and purpose from your work. If you can't do that for yourself, your efforts to help others will be limited." (p. 48)

"Our emotions are contagious and influence how people feel. How people feel influences the quality of their work. The emotions people experience shape their willingness to connect and deepen relationships." (p. 50)

If you would like to read along and share any thoughts or reactions to "Chapter 4: The Downside of Optimism: Missteps and Excess" be sure to contact us!

LEARNING & DEVELOPMENT

My Well-being: Supporting Someone Who is Grieving

Wednesday, May 17, 2023 from 2 PM to 3PM in GIL 009
Please [REGISTER](#) in advance.

Supervisor Development Series: FMLA and ADA Supervisor Responsibilities

This training will be available through Blackboard in May.

HRS recommends supervisors complete this training upon hire and annually thereafter; however, it will be available on-demand and may be taken as needed. Details will be shared via email once session is officially launched.

COMING SOON

Supervisor Development Series: Fundamentals of Supervision

Supervisor Development Series: Addressing Performance Deviations

Supervisor Development Series: Managing Conflict Effectively

Supervisor Development Series: The Power of Gratitude and Recognition

Our Vision

All employees will be positively engaged in achieving their greatest potential while contributing to the success of the university.

Our Mission

Human Resource Services fosters an environment of integrity and collaboration through innovative solutions and communications contributing to the successful recruitment, development, and retention of university employees.