



The Power of Recognition in Strengthening Wellbeing

Simple, proven ways to build resilience & engagement, especially under pressure.





Recognition: A Proven Protective Factor

Recognition isn't a "nice to have." It's one of the most effective, low-cost ways to:

- **Boost wellbeing**
- **Strengthen resilience**
- **Improve retention**



Why It Matters Now

Workplace pressure is at a high:

- **UK sickness absence: 9.4 days per employee (CIPD, 2025)**
- **54% of retail employees considering leaving (Retail People Index, 2025)**
- **Global engagement just 21% (Gallup, 2025)**

Recognition helps people feel secure, valued & connected, essential for resilience.



How Recognition Strengthens Wellbeing



Reduces Stress

Affirms contribution &
capability



Rebuilds Trust

Strengthens manager–
employee relationships.



Supports Retention

Appreciation keeps
people committed



Creates Belonging

Consistent recognition
helps people feel seen



Turning Recognition into a Daily Leadership Habit

1

Be specific and timely

Link appreciation to real actions, it shows you notice.

2

Encourage peer-to-peer recognition

Create simple ways for colleagues to celebrate each other.

3

Keep it simple

Small, sincere gestures often have the biggest impact.

4

Make it routine

Build recognition into 1:1s, huddles or weekly reflections.

5

Recognise growth

Learning & development are powerful forms of recognition.

6

Check for fairness

Inclusive recognition ensures everyone feels valued.





Recognition costs little, but its impact is huge

It protects wellbeing, builds resilience, and
strengthens retention.

Learn more at
www.oakwoodtraining.co.uk/insights