


3 TIPS FOR PUTTING THE HUMAN BACK IN HR*

* BASED ON FINDINGS FROM THE WORKHUMAN
RESEARCH INSTITUTE AT GLOBOFORCE





"The fastest way to disengage an employee is to tell him his work is meaningful only because of the paycheck."

SHAWN ACHOR
HAPPINESS EXPERT

We asked workers

*What is a
human workplace?*



The 3 most common responses were

They care about employees' well-being.

Respect for people as individuals.

All are recognized and appreciated.



BUT ONLY **63%**
OF WORKERS AGREE THAT
THEIR COMPANY LEADERS
CARE ABOUT AND ACTIVELY
TRY TO CREATE A MORE
human workplace

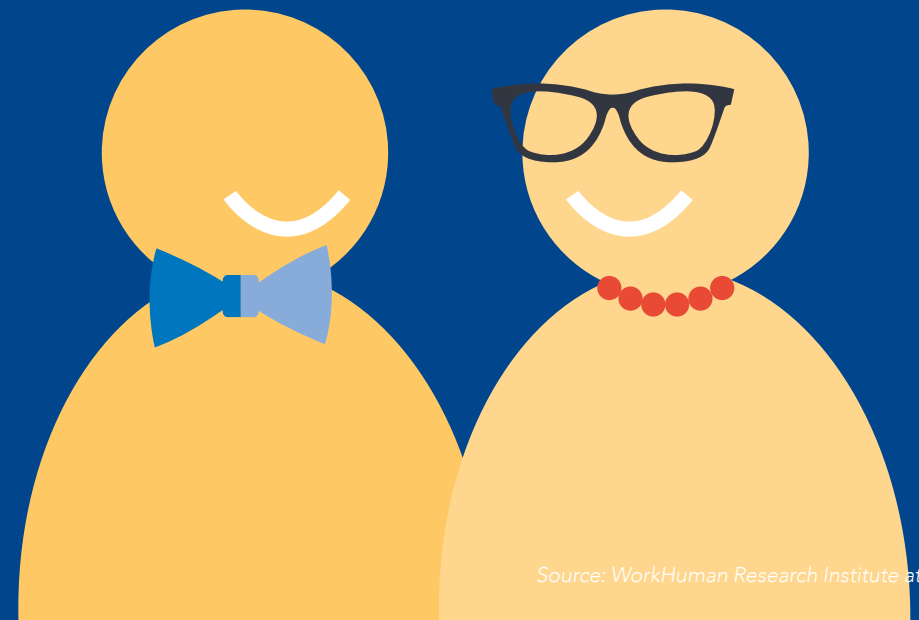
AND YET WHEN LEADERS CREATE A
human workplace
EVERY CULTURE METRIC IMPROVES



WORKERS ARE **57%**
MORE LIKELY TO BELIEVE
IN THEIR COMPANY'S
CORE VALUES



42% MORE LIKELY
TO RECOMMEND THEIR
COMPANY TO A FRIEND
OR COLLEAGUE



AND **40%**
MORE LIKELY
TO *love*
THEIR JOB



So what actually
works in creating a

human workplace?



Tip

1

GIVE RECOGNITION — THE MORE
FREQUENT, THE BETTER

Employees recognized
in the last six months are
as likely to believe leaders care about creating a

2X

human workplace





When workers *feel*
appreciated
they are **47%**
more likely to agree that
leaders care about creating
a human workplace.

Tip 2



CREATE PURPOSE
AND ALIGNMENT

Do your employees know
and understand your organization's
core values?



Workers who believe passionately about their core values are more likely to say leaders care about creating a

57%

human workplace



3

DON'T UNDERESTIMATE

THE IMPORTANCE OF PLAY

How do your employees describe your culture?

Meh!

Quirky

Old Fashioned



Workers who think
their culture is fun
and enjoyable are
more likely to say leaders care about
creating a

54%

human workplace





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A HUMAN WORKPLACE

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THE ROI OF RECOGNITION IN
**BUILDING A MORE
HUMAN WORKPLACE**



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