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80% of U.S workers say “feeling valued” at work is important or very important to the overall employee experience. Only “feeling you are treated fairly” is ranked higher, with 84%.

Employees in positive work cultures are 5.7 times more likely to have high job satisfaction.

Employees who are highly engaged are 73% less likely to be thinking about quitting.

42% of turnover intent can be explained by looking at both employee experience and engagement.

Tips for Making Employees Feel Valued:
» Give specific, personalized praise
» Offer public recognition
» Create a little break in the daily schedule
» Listen to workers’ concerns

Visit shrm.org/enterprise-appreciation to learn how to improve your organizational culture, strengthen people management, and make employees feel appreciated every day.
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