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Beyond Leading:
Elevating Excellence in the Air Movement Industry

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Most employees wish they were more appreciated at work and it's hurting employee engagement

Story by Emma Burleigh • 3d • ⌚ 3 min read

BENEFITS PRO

News

Employee happiness hit a new four-year low, study finds

Employees at companies with less than 75 employees rated their happiness 47% higher than those with 76+ employees.

By **Lucy Peterson** | August 29, 2024 at 10:51 AM

FORTUNE



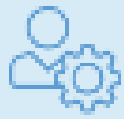
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The latest ‘quiet’ workplace trend is ‘cutting’—diminishing someone’s role so they quit on their own—and 77% of employees say they’ve seen it



Talent Development

Paycor Empowering Leaders™

Loud Quitting: What It Is and How to Prevent It at Work

Last Updated: October 3, 2024 | Read Time: 11 min

The Forbes logo, consisting of the word "Forbes" in a white, serif font, centered within a solid black rectangular background.

Forbes

FORBES > LEADERSHIP > CAREERS

EDITORS' PICK

When It's Too Risky To Quit, Disillusioned Employees Detach



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[NEWS](#)

Workers Are Quitting Because of Work/Life Imbalance, Lack of Career Development

Increasing personalization makes retention more challenging

May 16, 2024 | [Roy Maurer](#)



Americans aren't as enthusiastic about their jobs as they used to be. Is hybrid work killing employee engagement?

Ijeoma Nwatu, Data Work By Dom DiFurio Aug 26, 2024



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SUCCESS · FUTURE OF WORK

Workers are eyeing the exit in 2024 as LinkedIn and Microsoft study warns more people want to quit their jobs now than during the Great Resignation

BY [ORIANNA ROSA ROYLE](#)

May 8, 2024 at 8:00 AM EDT



Not even spiraling costs and the looming threat of layoffs can stop disengaged workers from dreaming about the exit door.

GETTY IMAGES



**When employees are
recognized,
they are energized.**

**Have you been
recognized for
doing good
work in the past
7 days?**

30 days?



Q12 - Gallup 12

I know what is expected of me at work.

I have the materials and equipment I need to do my work right.

At work, I have the opportunity to do what I do best every day.

In the last seven days, I have received recognition or praise for doing good work.

My supervisor, or someone at work, seems to care about me as a person.

There is someone at work who encourages my development.

At work, my opinions seem to count.

The mission or purpose of my organization makes me feel my job is important.

My associates or fellow employees are committed to doing quality work.

I have a best friend at work.

In the last six months, someone at work has talked to me about my progress.

This last year, I have had opportunities at work to learn and grow.



Dopamine Effect



Take Action:

Commit to a 5-minute weekly check-in.

Recognize one small win for each person.

Consistent recognition boosts dopamine and keeps engagement high.

**An energized workplace
is a(n) _____ workplace.**

Accountability

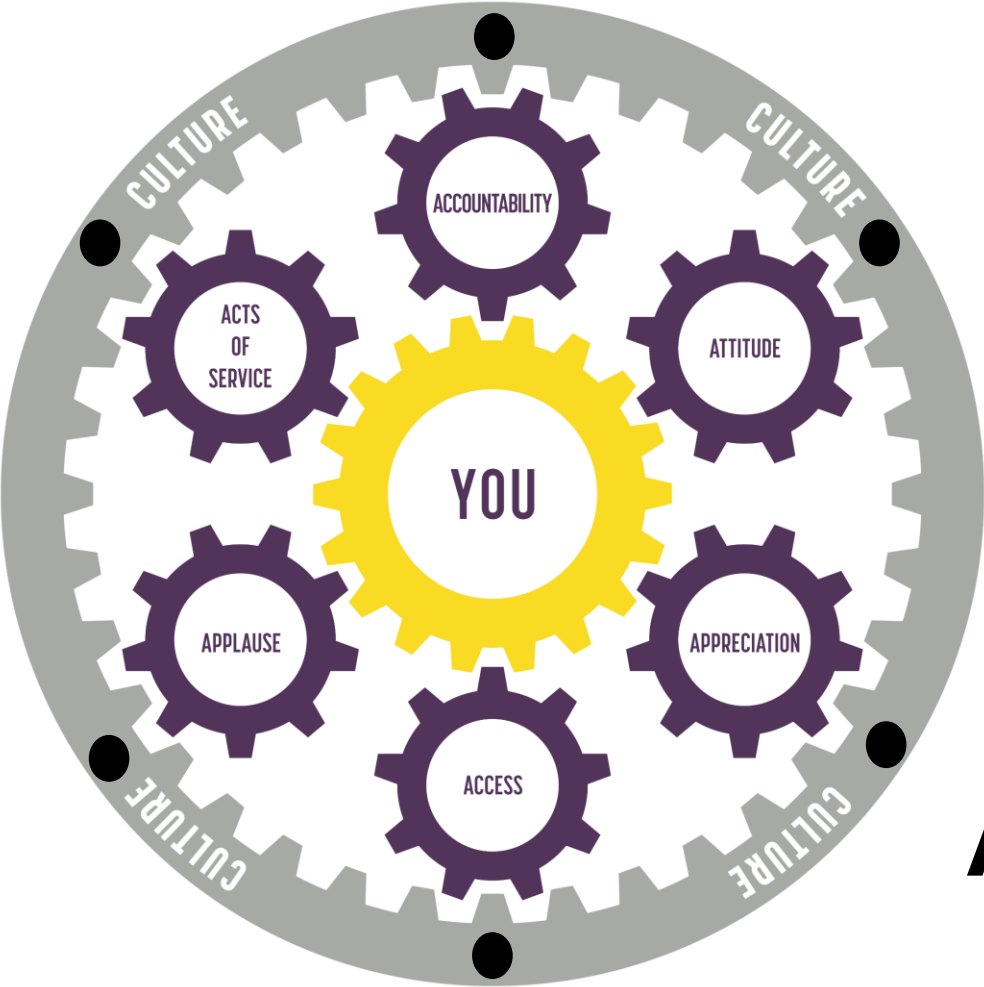
Acts of Service

Attitude

Applause

Appreciation

Access







What's one way your team is already going beyond to energize the workplace?

Where can you push further?



ATTITUDE

**Going beyond
limits.**







Cedar Point

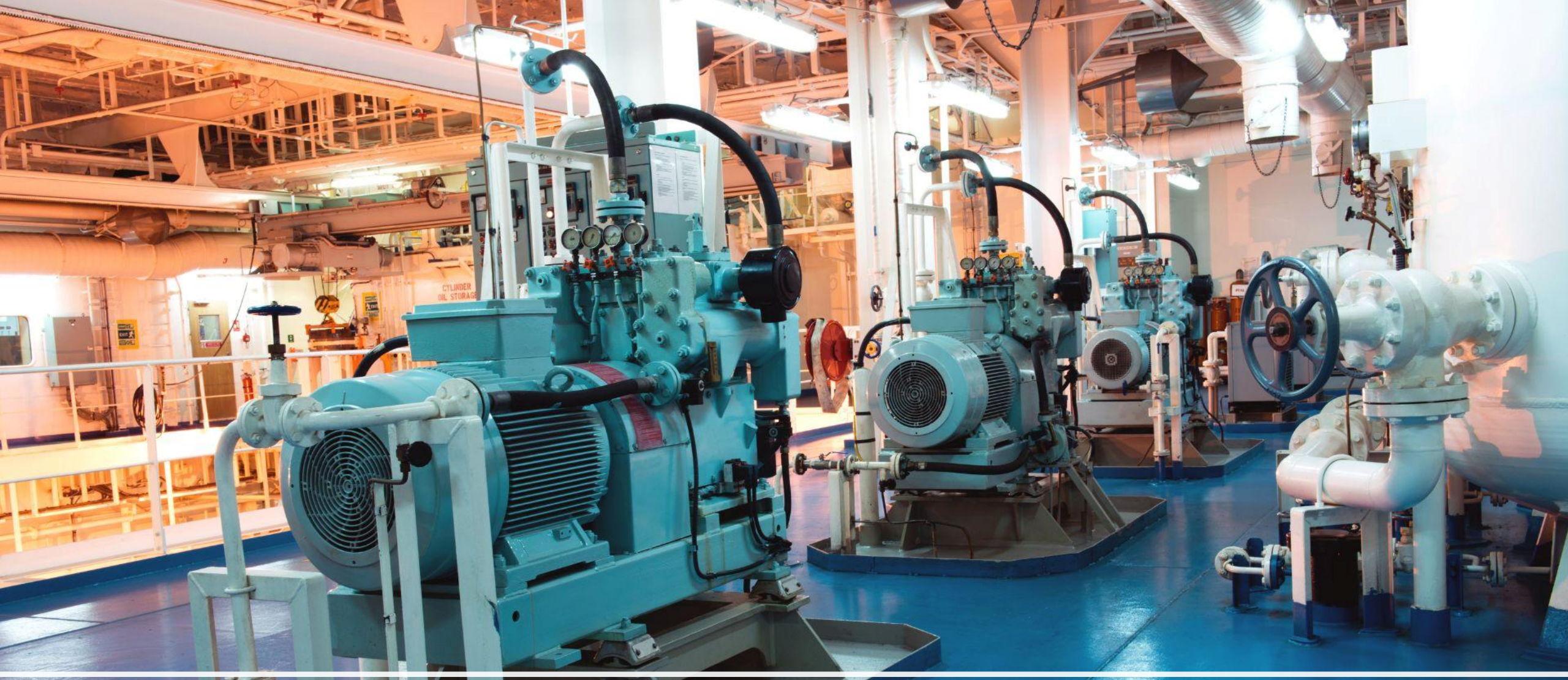






That's me





How can you go beyond to make their first day unforgettable?

A long-exposure photograph of a person's hand holding a glowing orange ring of light against a dark background. The ring is composed of many thin, parallel lines of light, creating a sense of motion and energy. The background is dark, and the overall scene is framed by a thin orange border.

**When employees are
recognized,
they are energized.**



APPRECIATION



Going beyond the moment.



**Yes, it really does
look like this...**

I am grateful for



What's

NOT

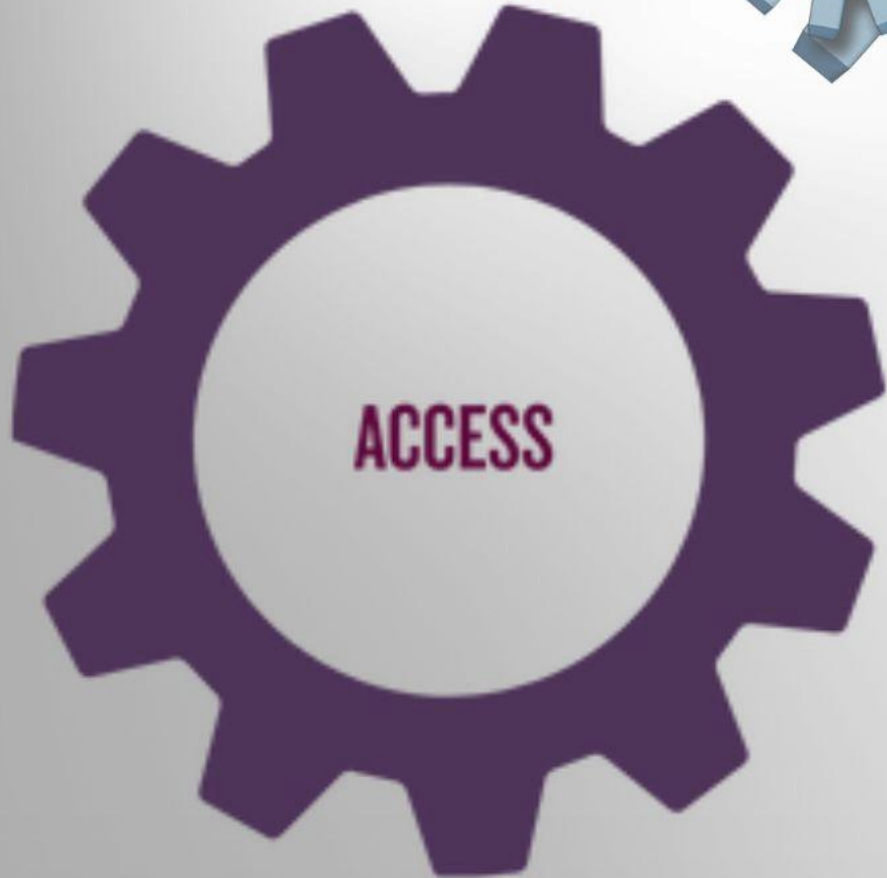
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Going beyond resources:

- **Empowering leadership**
- **Continuous learning**
- **Access to growth.**







M. B. W. A.
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**What if I invest all
this money in my
employees and
they leave?**



**What if you don't
invest in them –
and they stay?**



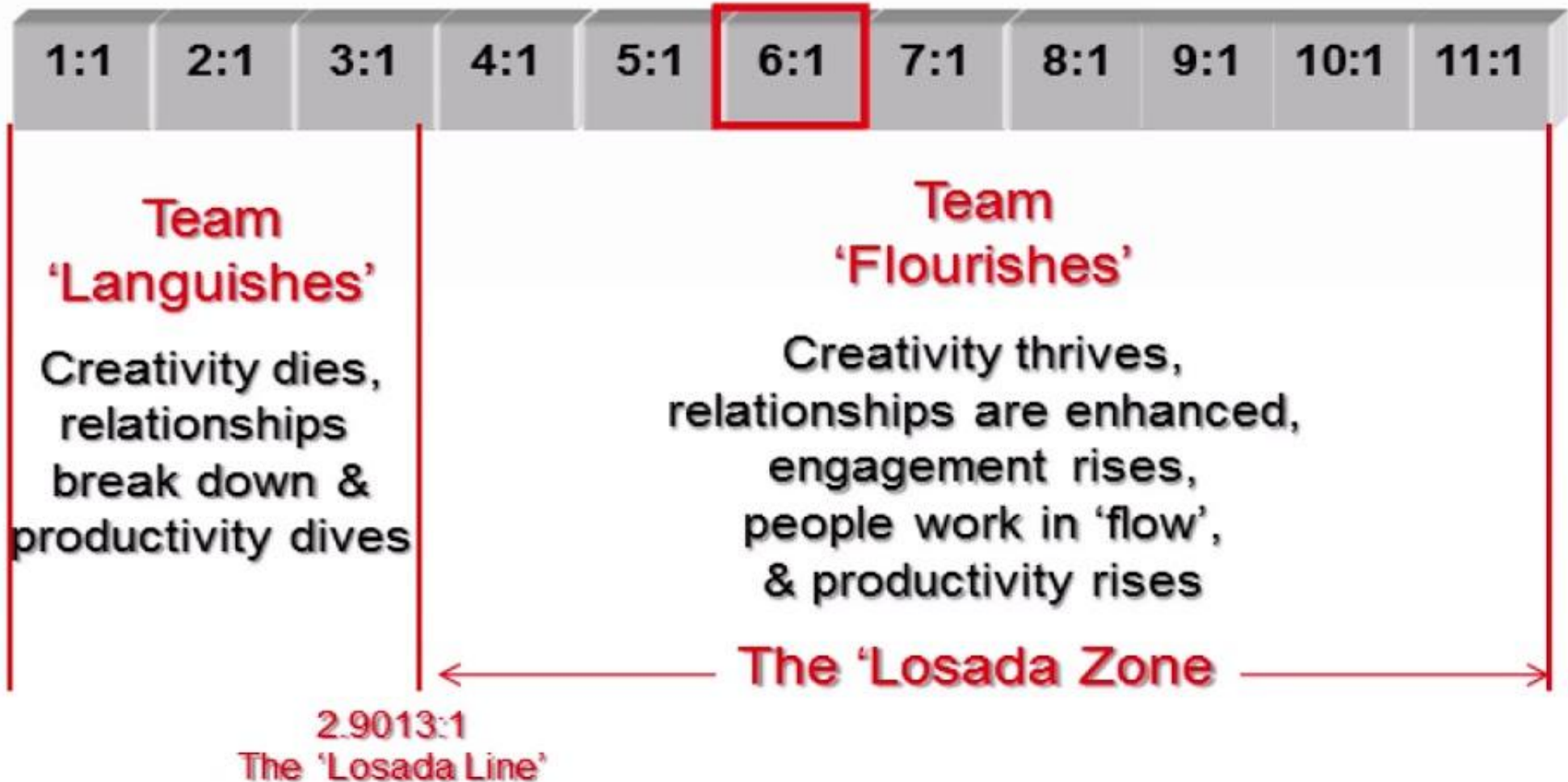
**How do you
invest in your
people?**





Going beyond 'good job.'

Losada Line



“Gold Star” Activity

- **Find a partner.**
- **Take 30 seconds each** to recognize something positive about the other person’s role or work (even if you don’t know them well).
- **Switch roles** after 30 seconds.
- Reflect on how recognition energizes both the giver and receiver.





YOU

ROCK !!



**Going beyond tasks to
create impact.**

Millennials and Gen Z



71% want to work for environmentally sustainable companies



59% consider social and environmental commitments when deciding where to work



55% said they would take a lower salary to work for a socially responsible company



51% will not work for a company without strong social or environmental commitments.



**Going beyond
commitment.**

**What is one thing you will do to
build accountability to sustain
your culture and drive results?**







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THANKS

A long-exposure photograph of a person's hands holding a glowing orange ring of sparks, with a quote about employee recognition overlaid.

**When employees are
recognized,
they are energized.**





It's not about avoiding the twists and turns—it's about embracing them with a culture that keeps your team on track.

Energize your workplace and create a journey people are excited to stay on.



Keep your top talent from becoming someone else's





GRATEGY

THANK YOU



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THANKS

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