

# Peer-to-Peer Recognition



**Peer-to-peer recognition is:** The act of being positively acknowledged by a coworker rather than your leadership.

**This looks like:** Colleagues recognizing qualities or actions taken by another employee that they appreciate or admire. Teammates often have an up-close view of the work one another is doing, which allows this type of recognition to be personal and meaningful.

## Why Peer-To-Peer Recognition Matters

Over the course of a lifetime, on average we will each spend over a third of our lives working. While this might not be time spent physically at the workplace anymore, this is still a significant portion of our waking hours. Knowing this, it is understandable that our work and working environment is a driving factor in our overall health.

While managers tend to have a significant impact on our satisfaction, happiness, and overall wellbeing in the workplace, they are not the only factor. “Being recognized by one’s peers can be just as meaningful as recognition that comes from the top down.”<sup>1</sup>

One actionable way we can each create a sense of belonging for our colleagues is to recognize their contributions. Each person has a unique skillset, and when our strengths are recognized by our peers, we feel seen, known, and encouraged to continue sharing and growing in our abilities.

Think about how you can incorporate recognition into your daily work life to highlight and encourage the efforts of your peers.

<sup>1</sup> Hastwell, C. (2023, March 2). Creating a culture of recognition. Great Place to Work®. Retrieved from <https://www.greatplacetowork.com/resources/blog/creating-a-culture-of-recognition>

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## Three Recognition Tips



### Make it timely.

Give colleagues recognition soon after they do something worth a shout-out.



### Keep it authentic.

Acknowledge someone when it feels genuine for you to do so.



### Be specific.

Highlight an action or attribute rather than just saying good job.