

Recognising your peers

Give out High Fives!

Recognition is one of our fundamental human needs. At the most basic level, it makes us feel valued and appreciated so inspiring us to do more.

Recognition doesn't have to be in a formal way and linked to for example our progress reviews or indeed promotion. When we feel our efforts can go unseen or unheard it can allow self-doubt to creep in at worst make us feel as though we don't belong.

Recognition has no calendar or appointment...it's not limited to formal events...it's all year long!

The greatest value is when it is spontaneous and here are three reasons why we shouldn't limit our recognition of others:

1. Being recognized makes you happy

We all love the "pat on the back" and when you start appreciating your colleagues for their work, you spread happiness and that's something we all want, right?! Show your colleagues that you see their efforts — tell them how much of an impact they're having on you and your work.

2. When you are happy you feel connected

Creating a culture that feels like a family depends on people feeling connected so if recognition is a step to happiness and happiness is a step to connection — let's do more of it! Make sure efforts and value are not overlooked and, in this way, we can reinforce our aims for creating a team that performs at the highest standard.

3. When you feel connected it fosters an atmosphere of trust and teamwork

We all know what impact a simple thank you has. Knowing that your efforts are being recognised and appreciated particularly by people in higher levels really helps to strengthen the feeling of trust and teamwork. Take the time to show your colleagues that you see and appreciate their efforts. Make them feel good about what they do and they will bring their best version to work, every day. That's another reason why recognition should be practised year-round!

So, what's the best way to do this to make sure recognition is recognised?

You know the answer: **High Fives!**

Don't wait, act! If you need help on how to use **high fives** in Splash, please reach out to your local HR team.