



Recognition Science: Impact on Engagement, Turnover Intent, and Burnout

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The Science of Recognition

Employee Engagement



Satisfaction



1. Boosts Engagement & Satisfaction

Reinforces value and belonging, driving stronger commitment and motivation.

2. Protects Against Burnout

Recognition reduces strain and exhaustion.

3. Reduces Turnover

Recognized employees are more likely to stay and contribute.

Burnout



Turnover



Bottom Line

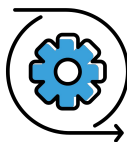
Recognition isn't a perk. It's a proven driver of performance and retention.

Behavioural Science: Why Recognition works?



Psychological Needs

Recognition meets our inherent psychological needs for self-esteem and belonging, making us feel as a valued member of a team.



Builds Intrinsic Motivation

Recognition boosts our sense of competence and connection with colleagues. These elements are key drivers of intrinsic motivation.



Recognition Feels Good

Recognition triggers dopamine release in the brain, sparking positive emotions like satisfaction and enjoyment, which boost engagement

How Does it Work: Job Demands-Resources Model

Definition:

- A framework explaining how **job demands** can lead to **burnout**, while **job resources** protect **well-being**, **drives engagement**, and **boost performance**.

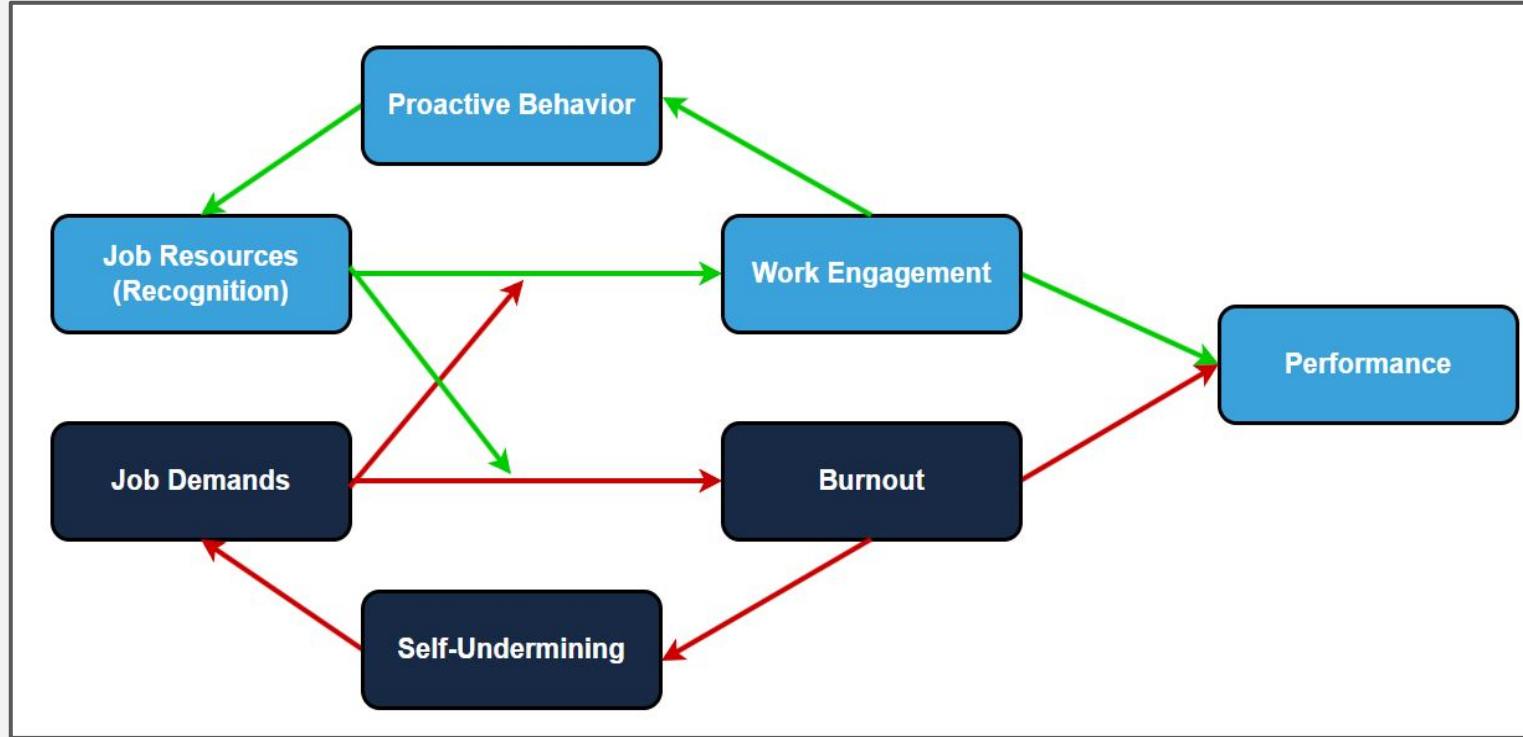
Core Idea:

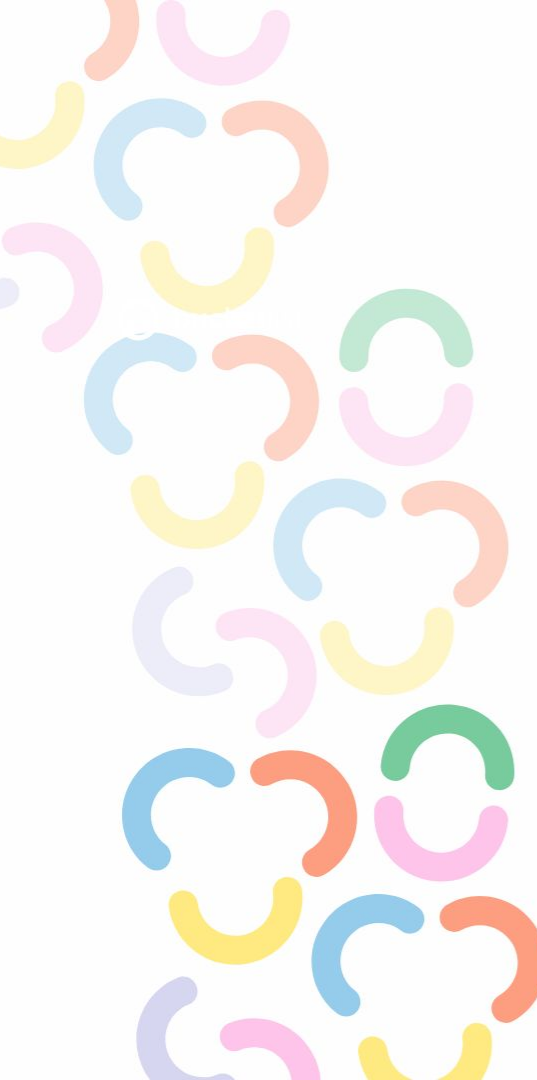
- High job demands drain energy → **Burnout & Turnover**
- High job resources boost engagement → **Performance**

Why Recognition Matters

- Recognition is a **critical job resource**
- **Protects** against burnout by making people feel valued
- **Fuels** motivation, engagement, and resilience

Job Demand-Resource Model





What does the Data Tell Us

At Bucketlist, we surveyed our own customers and over 500+ employees to better understand what is the true impact of Recognition and the quality of recognition given on:

- Engagement
- Turnover Intent (Thinking about leaving)
- Burnout

Recognition Frequency

Recognition that is given at regular and meaningful intervals, ensuring people feel consistently valued without it becoming routine or forced.

Poll Question

How often do you feel recognized at work?

- Daily or multiple times a week
- Weekly
- Monthly
- A few times a year
- Rarely or never

Impact of Recognition

Getting recognized monthly or more improves *Engagement*, and reduces *Turnover Intent* and *Burnout*!



20%

Higher Engagement

Recognized employees are more engaged, committed, and energized.



26%

Lower Turnover Intent

Recognition makes people want to stay with their team and company.



14%

Lower Burnout

Recognition helps prevent burnout and supports long-term well-being



Recognition Quality



Personalized

Recognition that is tailored to the individual, focusing on their specific contributions and personal preferences.



Authentic

Recognition that is genuine and sincere, clearly reflecting honest appreciation.



Timely

Recognition that is given promptly after the effort or achievement, reinforcing its impact.



Fair

Recognition that is distributed equitably, based on merit and free from bias or favoritism.

Poll Question

In your experience, what makes recognition feel most meaningful?

- It's personalized to me and my work
- It feels authentic and sincere
- It happens quickly, close to the achievement
- It's fairly given across the team
- All of the above
- Other

Impact of Personalized Recognition

Personalized Recognition improves *Engagement*, and reduces *Turnover Intentions* and *Burnout*!



23%

Higher Engagement

When recognition is tailored, employees feel uniquely valued which boosts engagement.



47%

Lower Turnover
Intent

Personalized recognition builds belonging and reduces intent to leave.



19%

Lower Burnout

Personalized recognition helps prevent burnout and sustain well-being



Impact of Authentic Recognition

Authentic recognition improves *Engagement*, and reduces *Turnover Intentions* and *Burnout*!



72%

Higher Engagement

Genuine and sincere recognition greatly increases engagement.



57%

Lower Turnover
Intent

Authentic recognition fosters trust, which reduces the desire to leave.



22%

Lower Burnout

Sincere recognition protects employees against burnout.



Impact of Timely Recognition

Timely recognition improves *Engagement*, and reduces *Turnover Intentions* and *Burnout*!



37%

Higher Engagement

Immediate recognition reinforces positive behaviors and motivation.



50%

Lower Turnover
Intention

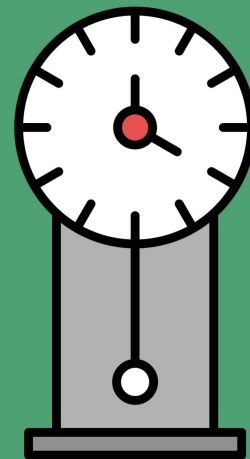
Acknowledging good work right away help retain staff.



20%

Lower Burnout

Quick recognition interrupts burnout before it escalates.



Impact of Fair Recognition

Fair recognition improves *Engagement*, and reduces *Turnover Intentions* and *Burnout*!



30%

Higher Engagement

Equitable recognition builds trust and stronger engagement.



49%

Lower Turnover
Intent

When recognition feels fair employees stay longer.



25%

Lower Burnout

Fair recognition reduces resentment and significantly lowers burnout.





bucketlist



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Bucketlist

**Want to connect
on LinkedIn?**



**Curious about the ROI of
your recognition program?
Let's talk!**

Questions?