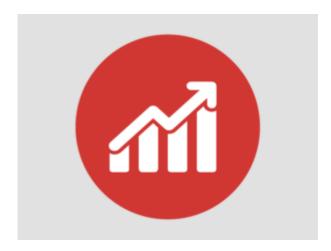# How Observant Are You Stats and Facts

FACTS

Being observant at work encompasses the following protocols / procedures.

1. **Planning:** Plan each job properly, making sure that the proper tools, materials and equipment are available when needed and that each worker on the job is specifically instructed in the safe use of tools and equipment.
2. **Training:** It is most important that each person in the work group be properly trained. Despite all of the safety devices that are put on machinery and equipment, the best safety device known is a careful worker.
3. **Attitude:** It is important that every supervisor has the proper attitude and instills in their workers a high spirit of teamwork and cooperation. A good supervisor will set an example for their workers by practicing what they preach.
4. **Inspections:** Giving a worker proper tools and equipment and instructing him or her in their use is not in itself sufficient to prevent accidents. It is important that you visit the work site of each job to see for yourself how well your instructions are being followed and to assist and advise the workers as necessary.
5. **Discipline:** If you do a good job of training your people, a minimum amount of discipline should be necessary to ensure that they perform in a satisfactory manner.

STATS

The Conference Board reports that 53 percent of Americans are currently unhappy at work. Consider that for a second. Half of the workforce is unhappy.

Recognition is the number one thing employees say their manager could give them to inspire them to produce great work.

- 7% of recognition programs focus on tenure
- When asked what leaders could do more of to improve engagement, 58% of respondents replied "give recognition"
- Millennials require immediate recognition for accomplishments
- 69% of employees would work harder if they felt their efforts were better appreciated
- Only 14% of organizations provide managers with the necessary tools for rewards and recognition
- 41% of companies that use peer-to-peer recognition have seen positive increases in customer satisfaction
- A full 14% [of companies] indicated that their organization features [recognition] programs regularly when recruiting

- Companies with recognition programs that are highly effective at improving employee engagement have 31% lower voluntary turnover.
- 50 % of employees believe being thanked by managers not only improved their relationship but also built trust with their higher – ups.