

Psychological Safety in the Workplace

Recognition and Reward

“Recognition and Reward” is identified as one of the 13 psychosocial factors. This factor focuses on the importance of acknowledging employees’ efforts, contributions, and achievements in a fair, timely, and meaningful way. Recognition can be informal, such as a simple thank you, or part of a more formal program but in all forms, it plays a key role in supporting a psychologically safe workplace

Why It Matters & Impact on Safety

When employees feel valued, they are more engaged, motivated, and attentive, supporting safer work practices, better hazard awareness, and increased reporting of concerns. A lack of recognition can lead to disengagement, lower morale, and increased risk. When people feel recognized, they are more likely to take ownership of safety for themselves and others.



What Effective Recognition Looks Like

- Timely, specific, and genuine
- Fair and consistent
- Inclusive and respectful
- Tailored to how individuals prefer to receive appreciation

A Shared Responsibility

Creating a culture of recognition is a shared responsibility and plays an important role in supporting a psychologically safe workplace:

- **Employers & Supervisors:** Provide regular, meaningful feedback and acknowledgment, and foster an environment where employees feel valued, respected, and safe to contribute.
- **Workers:** Recognize and support one another, contributing to a respectful, inclusive, and psychologically safe work environment.

It could be as easy as thanking a colleague, acknowledging someone’s effort in a team setting, or sharing positive feedback with your supervisor. Small, genuine moments of appreciation can make a big difference in building a safer, healthier workplace.

How can you help promote recognition and reward in your workplace?

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For more information on Psychosocial factor “Recognition and Reward” check out this video link: [13 Factors: Addressing Mental Health in the Workplace - YouTube](#)