

# LABOUR NEWS

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THE POWER OF RECOGNITION: CELEBRATING THE PEOPLE  
WHO MAKE WORK WORK

**SOUND ADVICE &  
FAIR LABOUR PRACTICE**

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## Let's Talk About the Magic of Feeling Seen

Ever had one of *those* days, tight deadlines, long calls, and zero time to breathe, but then someone says, "You're doing such a great job," and suddenly... you're recharged? That's the power of recognition.

Recognition isn't just a *nice to have*, it's a performance booster, loyalty magnet, and happiness enhancer all rolled into one. And the best part? It doesn't cost much to show someone they matter.

A Quick Thank You Can:

- ✓ Increase job satisfaction
- ✓ Improve team morale
- ✓ Boost productivity
- ✓ And reduce that dreaded thing called resignation letters



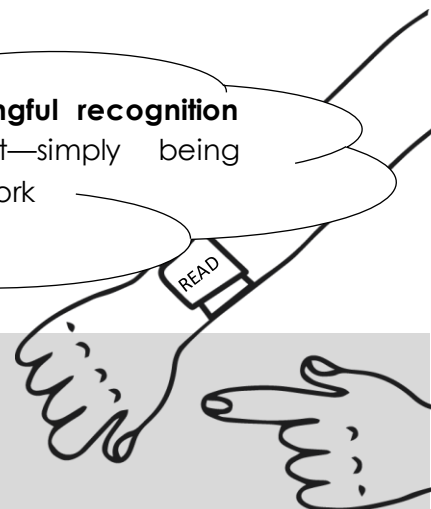
## Look After Your High Performers

We all know them, the quiet powerhouses, the reliable team players, the ones who hit targets, show up with solutions, help others without being asked, and STILL have time to smile.

They're the glue that holds the team together and the engine that keeps everything moving. They don't just perform, they lead by example, bring calm to chaos, and lift the overall energy of the workplace. But here's the thing... High performers are often the least likely to ask for recognition, but they still need it. Because when someone is consistently excellent, it's easy to expect great things from them and forget to *acknowledge* it. Over time, this can lead to burnout or the dreaded feeling of being taken for granted

A recent report found that **87% of employees say meaningful recognition significantly improves their job satisfaction.** That's right—simply being acknowledged makes a big difference in how people feel at work

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### *How can you support your top performers?*



1. Give clear, meaningful feedback, regularly.

Generic praise like "good job" won't cut it. Let them know exactly what they did well and why it mattered. Be specific and sincere.

Example: "Your quick thinking during Monday's system crash helped us avoid a major delay. Thank you for staying calm and taking charge."

2. Offer growth opportunities.

High performers thrive on challenge. Give them space to grow, whether it's leading a project, attending a training session, or mentoring a new hire. Show them that you see their potential and want to invest in it.

3. Recognize them in front of others.

Public recognition goes a long way, whether it's a shout-out in a team meeting, a post on the group chat, or a moment in the newsletter. Let the rest of the team celebrate them too.

4. Check in personally.

Ask how they're doing. Not about their tasks, about them. Sometimes high performers carry hidden stress because they don't want to burden others. A genuine "How are you really doing?" can go a long way.

5. Celebrate their wins, big and small.

Did they pull off a successful presentation? Land a difficult client? Handle a tricky situation with grace? Don't wait for performance reviews. Celebrate in the moment.

## Recognition Without Favouritism

Recognition is essential for building motivation and morale, but it must always be fair and transparent. Even well-meaning actions can be perceived as favouritism or nepotism, which can erode trust and create divisions in the workplace.

Examples of actions that could be misconstrued as favouritism include:

- ✓ Consistently assigning the most desirable projects or opportunities to the same individuals without a clear, objective rationale.



- ✓ Promoting or hiring based on personal relationships rather than merit, qualifications, or a transparent process
- ✓ Providing preferential treatment regarding flexible work arrangements, leave approvals, or deadlines without consistently applying policy.
- ✓ Ignoring or downplaying the poor performance of a preferred employee while strictly scrutinising others.
- ✓ Allowing personal relationships to influence performance reviews, disciplinary actions, or resource allocation.
- ✓ Sharing sensitive information or making key decisions with a select few before appropriately communicating to the entire team.
- ✓ Granting exceptions to rules or policies for certain individuals without a justifiable, documented reason.
- ✓ Taking undue credit for others' work, particularly junior staff, or only highlighting certain individuals' contributions while overlooking others.
- ✓ Failing to address conflicts of interest, especially when personal relationships might appear to influence decisions.
- ✓ Being overly informal or showing excessive familiarity with some employees while maintaining a rigid professional distance with others, creating an "inner circle" perception.

To avoid these pitfalls, ensure recognition is based on clear performance criteria, applied consistently, and communicated openly. This way, employees feel valued for their contributions, not their connections, and trust in leadership remains strong.

### **Remember:**

Even the strongest performers need to hear:

"We see you. We value you. We've got your back."

Looking after your high performers isn't just good leadership, it's good business. Because when you make your best people feel appreciated, they stay motivated, loyal, and inspired to do even more.

Let's make sure they feel seen, not just for *what* they do, but for *who* they are.



### **Give Honour Where Honour Is Due**

Recognition isn't only for record breakers and monthly Champions, its for:

- ✓ The admin wizard who keeps everyone on track
- ✓ The colleague who always has tissues, plasters, or a spare charger
- ✓ The quiet worker who never complains but always delivers



## < Fun Fact About Recognition

According to Gallup, only 1 in 3 employees strongly agree they've received meaningful recognition in the past week, yet recognition is a critical driver of performance and loyalty. Gallup research shows that organizations that consistently recognize their people tend to boost engagement, increase productivity, and retain top talent more effectively

To read more, click [here](#)



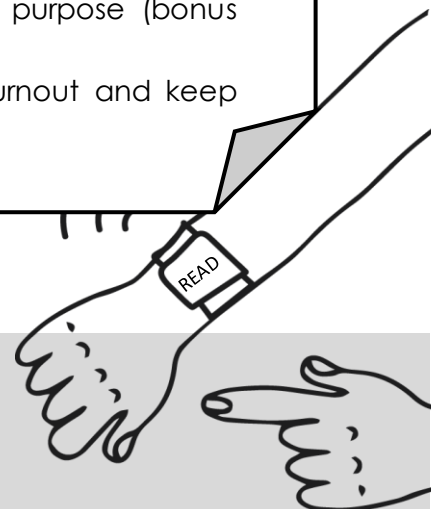
## Action Plan:

To build a culture of recognition, start small but stay consistent. Make a habit of saying "thank you", whether it's a quick message, a public shout-out in a meeting, or a fun team ritual like "High Five Friday" or a rotating "Golden Mug" award. Recognition should be specific, personal, and timely. Encourage peer-to-peer appreciation so it's not just top-down, and lead by example, managers and team leads should recognize at least one person every week. When recognition becomes part of your daily rhythm, it boosts morale, strengthens teams, and keeps performance high.

## Workplace Pitfalls to Avoid (and How to Keep It Cool)



- *Recognition for All:* Don't play favourites! Celebrate wins fairly and often so no one feels invisible.
- *Clear as Day:* Set goals, roles, and expectations clearly so no one's stuck in the "I didn't know" zone.
- *Sort It, Don't Store It:* Handle conflicts quickly and fairly before they turn into office soap operas.
- *Feedback is Fuel:* Take constructive criticism like a pro and be open to change, it's how you grow.
- *No Info Hoarding:* Share knowledge. A team that shares wins together.
- *Meetings That Matter:* Keep them short, sweet, and with a purpose (bonus points for snacks).
- *Work Hard, Rest Harder:* Respect personal time to avoid burnout and keep energy levels high.







## Closing Thoughts: Real People, Real Praise

We spend so much of our lives at work. Let's make it a place where people feel valued, seen, and celebrated. Because when people feel appreciated, they give their best. And when everyone gives their best, well, we become unstoppable. Recognizing your team isn't just about praise it's also about creating a fair, respectful, and well-managed environment where people feel valued every day.

At Contact Labour, we help businesses build and maintain that kind of culture through expert Labour Relations support. From conflict resolution to clear disciplinary processes, we ensure your workplace stays compliant, balanced, and built for performance. We can assist organizations in implementing a suitable, sustainable recognition program tailored to their specific needs and culture. Doing this correctly is paramount, as a well-designed recognition program not only boosts morale but also significantly contributes to employee retention, engagement, and overall organizational success.

Let us help you create a workplace worth recognizing. Partner with Contact Labour today.



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Sincerely yours!  
Shervon Kamoo

**Contact us today to learn how we can assist your organisation in creating a harmonious and productive work environment.**

Do you know about our new Facebook and LinkedIn Business pages we just launched for Contact Labour. This is where we will be sharing our best tips to help with any Labour Relations problems or queries you might have. We would really appreciate it if you like our new pages and if you do, you will get our best content first.



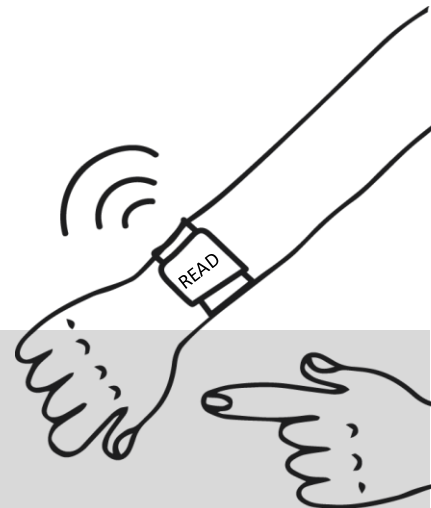
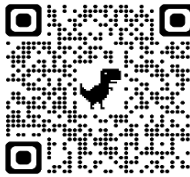
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