

BACKGROUND

- Research in psychology shows that people perform at their best when they feel valued, acknowledged, and appreciated
- Peer-to-peer recognition is a critical driver in cultivating a supportive and thriving work environment
- When **employees thrive**, they **feel more energized**, engaged, and **perform at their best**
- The Nurse Thriving Conceptual Model identifies recognition as a key organizational strategy to ignite vitality and learning among the staff
- PICO Question:** How does combining peer-to-peer recognition with traditional leadership recognition, compared to leadership recognition alone, influence staff thriving in the workplace?

METHODS

Thriving = Vitality (Energetic/Positive feeling) + **Learning**

- Educate leadership on effective recognition practices
- Conducted the staff in-service to emphasize the importance of recognition at work and the methods of recognition
- Staff interview conducted by PACU leadership to assess their sense of thriving at work

Vitality-focused Interventions

Volunteering in Community Outreach
20 NYP points for recipients of +5 eCards
20 NYP points for senders of +10 eCards, monthly
Staff Spotlight (public shoutouts)
Private 1:1
Ecards through **Culture Cloud** or "**Together We Appreciate**" platforms
Digital **Recognition Wall**
NYP **Kudo board**

Learning-focused Interventions

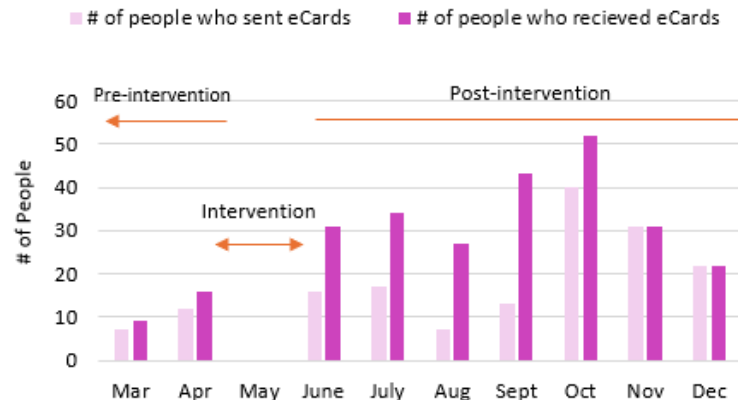
Achievements Celebrations:
Clinical Ladder Promotions
Specialty Certifications
Advance Education
National & International
Conference Presentations

KEY FINDINGS

- Positive correlation between motivation, engagement, sense of belonging, sense of well-being, and recognition
- Staff valued a combination of leadership and peer-to-peer recognition, highlighting that thriving is best supported through shared responsibility



Volume of eCards Senders and Recipients



RESULTS

Pre- (N=24) and post-intervention (N=35) survey findings confirmed that recognition is highly valued by staff:

- Overall Recognition:** Staff rating recognition as important or extremely important increased from 87% pre-intervention to 94% post-intervention
- Impact:** Agreement that recognition improves motivation, well-being, and engagement rose from 88% to 100%
- Leadership recognition helps thriving:** 92% vs. 94% rated it important or extremely important
- Peer-to-Peer Recognition helps thriving:** 79% vs. 86% rated it important / extremely important

Additionally, staff interviews (N = 21) conducted by PACU leadership revealed that 38% of staff identified peer-to-peer recognition as a key contributor to their sense of thriving at work.

DISCUSSION

The findings of this project highlight the powerful role of recognition, both leadership-driven and peer-to-peer recognition, in fostering a culture of thriving among PACU staff.

Consistent with the Nurse Thriving Conceptual Model, recognition serves as a key driver of vitality, motivation, and learning in the workplace.

REFERENCES

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