

New Research

Your Culture's Heartbeat: Are You Listening?

Data that reveals how a healthy culture of recognition drives performance.

SUMMARY

Is your workplace truly thriving—or just surviving? In today's ever-changing environment, Culture, Performance, and Recognition (C.P.R.) are proven not to be buzzwords—they're the lifeblood of a successful organization. This data-driven snapshot challenges you to take the pulse of your workplace and ask: Are we fueling success or flatlining potential?

Positive Culture Pulse vs Negative Culture Pulse

A positive culture pulse reveals...



71% MORE LIKELY TO HAVE HAD PRODUCTIVITY IMPROVEMENTS

10X MORE LIKELY TO RECOMMEND THEIR EMPLOYER AS A GREAT PLACE TO WORK.

A negative culture pulse reveals...



87% SAY THEIR MANAGER IS GOING THROUGH EMOTIONS OR IS TOO BUSY TO SUPPORT THEM IN PERFORMING AT THEIR BEST.

13X MORE LIKELY TO NOT HAVE THE NECESSARY RESOURCES AND SUPPORT TO PERFORM THEIR JOB EFFECTIVELY.

Workers Need Resources and Support

When workers have the resources and support they need (not just one or the other) they are:





50% more likely to say they fully understand their job responsibilities

4x more likely to say the culture makes them more productive and satisfied at work.

You Better Recognize...

How often does your company provide opportunities for recognition and appreciation of your work?



4x more likely to say they feel accepted, respected, and appreciated at work.



3.3x more likely to say their manager helps **support** them to **perform** at their best.



2x more likely to say workplace culture at their company is functional and supportive

CONCLUSION

To maintain a healthy workplace pulse, organizations must cultivate a supportive culture, prioritize consistent performance, and embed meaningful recognition into daily interactions. When culture, performance, and recognition are equally valued and aligned, they create a rhythm that energizes teams, strengthens connections, and drives long-term success.

Success.

ABOUT THE RESEARCH

The Lighthouse Research & Advisory 2025 Culture, Performance, and Recognition study was conducted in Q2 2025, gathering data from 1,056 employers and 1,000 workers.