

MATTERING AT WORK

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Meaning and dignity are central to the Mattering at Work element of the Surgeon General’s Framework for Mental Health and Well-Being. In this component, dignity refers to the “sense of being respected and valued” while meaning is defined as “the broader purpose and significance of one’s work”¹

The Framework further identifies four strategies an employer can use to cultivate dignity and meaning in their workplace.

These strategies include compensating fairly for work completed, communicating and including workers in decision making, building a culture of recognition and thanks, and reinforcing how an individual's work supports the organization's mission.

Bookminders' unique compensation structure ensures that our accountants are rewarded for accuracy and efficiency, and it places the power to scale their wages and workload in their hands. In fact, 100% of our employees report they have the opportunity to change the size and structure of their client portfolio to increase compensation.² Additionally, in an anonymous, third-party survey, Bookminders placed in the top 1% of Accounting/Bookkeeping firms for fair compensation.³

Internal communications within bookminders is appropriate and effective, as confirmed by 100% of our staff.² Through transparent, timely information, our leadership ensures that staff know how the work they are doing furthers our business objectives. Furthermore, 100% of our employees report that Bookminders considers the well-being of all employees when making company decisions.²

Finally, ensuring staff feel seen, heard, and valued is core to the Bookminders culture. 100% of our staff report the work they do is appreciated by their manager and clients, that their manager listens and effectively responds to their concerns, has realistic expectations of them, and is committed to helping them succeed.² When benchmarked against other Accounting/Bookkeeping firms, our employee feedback placed bookminders in the top 1% for ensuring that staff are well-informed and diverse points of view are encouraged.³ Perhaps our success in these areas is the reason Bookminders ranks in the top 1% of Accounting/Bookkeeping firms in terms of providing meaningful work.³

Read why [Erica](#) and [Bob](#) feel that their work at Bookminders has led to an increased sense of significance and value. Next week we'll examine how learning and accomplishment create an **Opportunity for Growth**.

Sources:

1. U.S. Department of Health & Human Services. (2023). Workplace Mental Health & Well-being: Current Priorities of the U.S. Surgeon General. Workplace Mental Health & Well-Being - Current Priorities of the U.S. Surgeon General. Retrieved March 15, 2023, from <https://www.hhs.gov/surgeongeneral/priorities/workplace-well-being/index.html>
2. Bookminders Bi-Annual Employee Survey Results (2021)
3. Bookminders Culture Badges and Statistics Awarded by Energage Top Workplaces Survey. <https://bookminders.com/top-workplaces-awards/> (2022)