

Giving Thanks:

11 Great Ways to Show Employees Appreciation

By the team at HRAnswers.org

Team members who receive praise, compliments, words of encouragement and perks have been shown to be more loyal to the company, put in extra effort and are more innovative and creative on the job. So, what are you waiting for?! Our team came together and created this list of 11 ways to show your employees appreciation. Here goes:

1. Send a note of thanks or congratulations to an employee on your team, and copy your supervisor to build an increasing awareness of your employee's accomplishments and contributions ("up the chain").
2. Handwrite and post an eye-catching Thank You Card or note on a public/employee bulletin board for all to see.
3. Send an email out every week highlighting the contributions of 2 or 3 team members and copy the entire team on the message (try to link the appreciation/compliments to organizational mission and goals).
4. Share a highlight/accomplishment along with a photo of your employee(s) via social media (make sure you have a photo pre-approved by every employee that you can share in public – that way, your post can be a surprise!)
5. Get in the habit of providing specific and timely verbal feedback and praise to your employees using these sample phrases:
 - I really admire the way you handled [that].
 - That's awesome! Where did you learn to do that?
 - I love the way you responded to [adversity there] [that challenge]!
6. Bring your electric griddle, and apron to work ... Cook up and serve a pancake breakfast in the office/at work for your team.
7. Invite an employee to shadow you for a day and invite them to tell you all about their professional goals. Make a plan to help them achieve their goals.
8. Have a traveling trophy that employees share with one another (think Stanley Cup here 😊) when they reach a milestone or accomplish a big goal, they get to hold onto and display the Team Trophy for a period of time.
9. Give a small gift, like a \$10 or \$20 gift card to a local grocery store to help with last-minute Holiday meal expenses.
10. Gift employees a taxi, Uber or Lyft gift card and encourage them to drive safe during the holiday season.
11. Host a "Family Fun Day" at work – show holiday movies, make popcorn and have treats, and invite your employees' families to join the fun!



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Would you like to unlock hidden potential, boost team members' engagement with one another, realize an increase in productivity and watch retention skyrocket? Then your leaders have to provide consistent support, praise and know what benefits are available to employees!

For additional support and resources for building a winning workplace culture, contact your HR consultant, **Niki Ramirez**, at (602-) 715-1300 or nramirez@HRAnswers.org