

66 WAYS TO CELEBRATE PEOPLE

Meaningful rewards and recognition provide an effective, low cost way of raising morale and encouraging higher levels of performance.

1. Create a Hall of Fame wall with photos of outstanding employees.
2. Arrange for a team to present the results of its efforts to upper management.
3. Employees that pursue continuing education should be recognized.
4. Post a thank you note on an employee's desk or door.
5. Explain "why we do things."
6. Create and post an "Employee Honor Roll" in reception area.
7. Make a photo collage about a successful project that includes everyone.
8. Find out your employee's hobby and buy an appropriate gift.
9. Make a thank-you card by hand.
10. Organize a "happy hour" with coworkers in the office.
11. Establish a vacation board for employees to display family photos.
12. Inscribe a favorite book as a gift.
13. Establish a place to display memos, posters, and photos recognizing progress towards goals and thanking individual coworkers for their help.
14. Establish a "Behind the Scenes" award specifically for the "Steady Eddies" whose actions are not usually in the limelight.
15. Give out Felix and Oscar awards to people with the neatest and messiest desks.
16. Design a "Stress Support Kit" that includes aspirin, a comedy cassette, wind up toys and a stress ball – or design your own.
17. Present "State of the Department" reports periodically to your employees acknowledging the work and contributions of individuals and teams.
18. If your team is under pressure, bring a bag of marbles to work and take a break to have a contest – a sure stress reliever.
19. Serve ice cream sundaes to all of your employees at the end of a project.
20. Once a year, celebrate "Staff Appreciation Day!"
21. Recognize employees who actively serve the community.
22. Serve a hero party sandwich at the end of an assignment, for a job well done.
23. Have staff vote for top manager, supervisor, employee and rookie of the year.
24. Name a continuing recognition award after an outstanding employee.
25. Send flowers to an employee's home as a thank you.
26. Wear color-coded name tags in a staff meeting to indicate significant achievements – such as length of service, successful project completion, etc.
27. Create an Above and Beyond the Call of Duty (ABCD) Award.
28. Hold informal retreats to foster communication and set goals.
29. Send a letter to all team members at the conclusion of a project, thanking them for their participation.
30. Give Mr. Goodbar (candy bar) Awards.
31. Give an employee a blue ribbon for achievement. When you hear a positive remark about someone, repeat it to that person as soon as possible (Face-to-face is best, email or voice mail are good in a pinch).

32. Call an employee to your office to thank them (don't discuss any other issue).
33. If you have a department newsletter, publish a "kudos" column and ask for nominations throughout the department.
34. Publicly recognize the positive impact on operations of the solutions employees devise for problems.
35. Acknowledge individual achievements by using employee names in status reports.
36. Video tape a special event and share copies with participants.
37. Post a large "celebration calendar" in your work area. Tack on notes of recognition to specific dates.
38. Make people feel important.
39. Create and string a banner across the work area.
40. Give a framed poem (poster or card) as a thank you.
41. Greet employees by name.
42. Practice positive nonverbal behaviors that demonstrate appreciation.
43. Encourage employees to participate in community volunteer efforts.
44. Begin staff meetings with three minutes of good news about work or home.
45. Whenever something positive happens, put it in the "smile box" – read at staff meetings.
46. Do customer survey, post on the "Way to Go" bulletin board.
47. Name days in employee's honor.
48. Post a master EXPERTS list in your department.
49. Keep a camera on hand to record events and special people.
50. Give out Nestle Crunch bars when employees are feeling like their in a "crunch."
51. Take time to LISTEN.
52. TRUST your coworkers.
53. Give an Almond Joy – Say "You're a joy to work with."
54. Promote and enable autonomy.
55. "Make a Difference Poster" – tells the individual that their work and contribution did make a difference.
56. Genuinely care about your coworkers' happiness.
57. A recognition created by the peer group who decides what they will give and why it will be given.
58. Use 3x5 cards to write "You are special because" statements. Peer can collect them and refer to them when things aren't going perfectly.
59. A message written on an apple ornament – "You're a good apple."
60. Give the person a ruler who set you straight about rules and regulation.
61. Ask an employee to "SUB4U!" (Substitute for you at a meeting).
62. Get to know the PASSION of each of your employees.
63. Hold 80/20 meetings, where staff contributes 80% and managers restrict themselves to 20%.
64. As soon as you receive a compliment from someone about your staff, tell them immediately.
65. ASK your employee show they would like to be recognized?
66. **What's your favorite way to say "Thank You"?**