



50 Low-Cost Ways to Motivate & Reward Employees

- 1.) *Write personal thank-you notes.*
- 2.) *Pass out Lifesavers or Kudos bars when employees do something helpful.*
- 3.) *Have a staff pizza party or bring in a party sub to share with the group.*
- 4.) *Schedule uninterrupted time to listen to each employee's thoughts and concerns.*
- 5.) *Send employees to seminars where they can personally learn a new skill.*
- 6.) *Bring people together to share business success stories.*
- 7.) *Use the company newsletter to highlight successes.*
- 8.) *Create small employee awards and hand them out often.*
- 9.) *Smile and say "hello" to everyone every day!*
- 10.) *Show true interest or concern for in each staff member – whether it is about their children, a difficult situation they are dealing with or just commenting on an interesting hobby.*
- 11.) *Give an employee who goes above and beyond an afternoon off.*
- 12.) *Encourage physical fitness by starting a Walking Club. After employees log so many miles on their pedometers (which your agency provides) they receive movie passes, bookstore or coffee house gift cards.*
- 13.) *Sponsor a picnic on company time.*
- 14.) *Give a "decorating allowance" for employees to paint or update their office in a personal way.*
- 15.) *Hold a company retreat where majority is networking and enjoying each other's company.*
- 16.) *Publish good deeds and praise in company newsletter.*
- 17.) *Host a group "Birthday Celebration" lunch at a smoke-free restaurant where everyone who has a birthday that month eats free.*
- 18.) *Match an employee's donation to a charity.*
- 19.) *Allow each employee to take a day off work with time donated to the local animal shelter, children's hospital, crisis center or other community service project.*
- 20.) *Surprise the staff with ice cream sundaes.*
- 21.) *Have a container with various rocks in a central location that staff can place on individuals' desks whenever they want to tell them "You Rock!"*

- 22.) *Have a monthly drawing for non-management staff members. Winner can choose a gift certificate to have a massage, pedicure, round of golf, dining out, etc. (Make sure no one wins twice before everyone has won once!)*
- 23.) *Put flowers and welcome card signed by everyone on the desk of a new employee.*
- 24.) *Start a staff development library.*
- 25.) *Give employees time to read the local paper.*
- 26.) *Host Employee of the Month Awards.*
- 27.) *Give away lottery tickets.*
- 28.) *Arrange for a dry-cleaning service to visit your office weekly.*
- 29.) *Organize a company bowling, softball or volleyball team.*
- 30.) *Have free bottled water in the break room.*
- 31.) *Create opportunities to showcase your employees' strengths.*
- 32.) *Take candid Polaroid photos and post on a bulletin board in the office.*
- 33.) *Offer to run an errand.*
- 34.) *Give clothing with company logo/ motto; increases sense of "team" and promotes your agency.*
- 35.) *Walk around often, and tell people they're doing a great job.*
- 36.) *Continuously find ways to make employees' jobs interesting and challenging.*
- 37.) *Take a coffee break with your employees.*
- 38.) *Ask an employee their opinion.*
- 39.) *Spontaneously distribute lunch coupons.*
- 40.) *Name a rotating award after an outstanding employee.*
- 41.) *Wrap inexpensive gifts and number, letting people "draw" for which gift they receive. Allow trading.*
- 42.) *Organize a potluck for an office lunch.*
- 43.) *Allow employees to sign up for extra-curricular activities the agency is willing to cover the cost (or trader services for).*
- 44.) *Have casual days.*
- 45.) *Ask if anyone wants to help decorate the office for holidays.*
- 46.) *Put in place a Book Exchange shelf in the break room for sharing of personal books and audios.*
- 47.) *Have a bulletin board where employees can post their children's art or writings.*
- 48.) *Bring in home-baked chocolate chip cookies.*
- 49.) *Reduce stress - Bring in a massage therapist to give 15 min. back rubs.*
- 50.) *A "good job" and pat on the back goes a long way.*