

Low Cost or No-Cost Ways to Say “Thank You”

- Write personal thank-you notes
- Volunteer to do someone else’s undesirable tasks
- Have the CEO or company president visit with employees
- “Catch” people doing something well and give them an instant thank-you note
- Let employees put their names on products they made
- Name a rotating award after an outstanding employee
- Let people choose office artwork and furnishings
- Pass out Lifesavers when employees do something helpful
- Send flowers or a plant during Secretaries’ Week
- Create a unique, catchy award that is an honor to receive
- Create a Wall of Fame to display pictures of outstanding employees
- Take an employee to lunch
- Have a staff pizza party or food day
- Print business cards for your employees
- Read customers’ thank-you letters aloud to the entire team and post thank-you’s in a visible place
- Start a staff development library
- Sponsor retreats
- Pay for off-site training of the employee’s choosing
- Schedule uninterrupted time to listen to employee’s thoughts and concerns
- Award a “dinner for two” for behavior above and beyond the call of duty
- Name a space or event after an employee
- Have all managers walk around with lunch coupons to distribute spontaneously
- Pay for an employee’s parking for a week
- Designate a parking spot for the Employee of the Month
- Provide a free membership or passes to a fitness club
- Give someone a gift certificate for a manicure
- Buy doughnuts or bagels for your staff
- Sponsor a picnic on company time
- Pass out recognition cards which can be accumulated and redeemed for special gifts
- Have senior managers and executives serve employees breakfast or lunch
- Give away tickets to sporting events
- Pay for a limousine ride
- Rent a luxury car or sports car for an employee for a day
- Praise people in public
- Offer cash rewards for referring new employees
- Do the job of the “front line” employees
- Give a deserving person a new job title
- Give someone a larger office, better tools, better location, etc.
- Put flowers and a welcome card signed by everyone on the desk of a new employee
- Publish good deeds, praise and print letters from satisfied customers in a company newsletter
- Have the CEO or senior executives write a personal note of thanks
- Give your employees time off
- Give employees a predetermined amount of coupons to give to other helpful employees which can be redeemed for gifts and services
- Award a TV or VCR to a top producer
- Surprise everyone with ice-cream sundaes
- Give away movie passes
- Allow people to choose their next project
- Match an employee’s donation to a charity or educational institution
- Give people time off to volunteer for a favorite cause
- Reward employees with the use of the company’s products
- Pay for a weekend at a “bed and breakfast”
- Buy your team a round of golf & let them leave early to play
- Buy a gift for an employee’s child
- Randomly select employees to visit with the company president every month

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- List the achievements of employees’ children in your company newsletter
- Send birthday cards signed by the company president to your employees’ homes
- Take a coffee break with your employees
- Send a personalized card to an employee who has had a death or serious illness in the family
- If employees finish before the deadline, let them take off the amount of time they saved
- Offer extended leave without pay
- Let the employees create a paid holiday
- Offer flex scheduling
- Hire someone to come to your company and shine shoes
- Offer take-home dinners from your company’s cafeteria
- Arrange for a dry-cleaning service to visit your office weekly
- Host product knowledge contest and reward the winners
- Initiate profit-sharing programs
- Give clothing or jewelry printed with the company name or logo to employees as they reach certain milestones
- Pay for a balloon ride
- Host a shopping spree
- Have lunch catered from a favorite restaurant
- Give away lottery tickets
- Feature employees in company brochures, videos and commercials
- Sponsor a Laugh Day contest, rewarding the funniest employees with humorous gifts
- Allow high-performing employees to work from home
- When employees travel or work mandatory overtime, send flowers or gift certificates to employees’ families
- Tape gift certificates to chairs at employee meetings
- Have employees and customers fill out a brief card anytime they observe excellent customer service—and hold a drawing at the end of the month
- Ask employees what tasks they like most and give them the opportunity to do those tasks
- Continuously find ways to make employees’ jobs interesting and challenging
- Post employees’ baby pictures and sponsor a contest to guess who’s who
- Give employees the opportunity to train new employees
- Give cash incentives for ideas that help improve the business
- Give employees time to be creative
- Have casual days
- Have an employee talent show
- Host Employee of the Month awards
- Organize a company volleyball, softball or bowling team
- Sponsor a camping trip
- Publish a short column in the company newsletter featuring funny anecdotes or employee profiles
- Have free refreshments in the cafeteria or break room
- Have a 60s Day or Weird Hat Day, awarding prizes for the best outfit
- Create opportunities to showcase your employees’ strengths
- Give employees movie passes or restaurant gift certificates on their birthdays
- Smile and say “hello” to everyone every day
- Designate a bulletin board for employees to post jokes and humorous stories
- Hire a financial consultant to meet with your employees individually
- Take a candid Polaroid photos and post the results in the office
- Recognize outstanding performers in an awards ceremony
- Sponsor a chili cook-off
- Sponsor an art contest or poetry-writing contest and display winning contributions in a prominent place
- Hire a masseuse to give shoulder and neck massages on special occasions or during a particularly stressful project
- Offer free popcorn every Friday (or every day)