



Morale Boosting and Engaging Strategies

The new “norm” has changed the way we function, operate and go about our daily lives, both professionally and personally. As of late, we often do not even know what day it is as our daily structure and routines have been altered and re-altered. There’s a need now more than ever, to maintain a unified sense of belonging and a culture where employees feel a part of no matter where they are physically based. There is a multitude of possibilities to bring employees together (metaphorically) whilst boosting their morale and maintaining a culture that values togetherness, commitment and a shared vision. Below is a few ideas to help you engage our MVP’s during these concerning times.

1. Old School Gratitude
 - a. Hand written “thank you’s” (no emails) for efforts, going the extra mile, etc.
 - b. Birthday cards
2. Team Spirit Day
 - a. Staff wears favorite team colors
 - b. Staff brings favorite ballpark snack to share (check for allergens first)
3. Office Petting Zoo (check for allergens)
 - a. Find someone to bring domestic animal for a visit
 - i. Studies show that petting animals relieves stress and boost morale
4. Cubicle Coffee Shop
 - a. Create a coffee/tea/flavored or infused water/etc. spot in the office
 - i. Employees to bring their favorites to share
 - b. Or, bring in a barista one morning a month for employees to order their special coffee
5. Recognize staff for professional and personal achievements
 - a. Again, a hand written note is always welcomed
 - b. Certificates for professional achievements
6. One on One Time
 - a. 15 minutes spent with each staff member monthly to determine if they are getting what they need from management to achieve and become their best professional self
 - i. Ask for office feedback on how to improve processes and morale
 - ii. Conduct one on one time during a walk around the building – achieving physical activity, relieve stress and simply creating a relaxing environment for the employee to open up and share
7. Celebrate Work Milestones/Anniversaries
 - a. Currently HR facilitates 5 year increment recognition
 - i. “Thank you’s” for anniversary other than those 5 year milestones

- b. Other milestones
 - i. Card of recognition
- 8. Offer Professional Development
 - a. EAP Free Webinars
 - b. HR webpage work/life balance webinars
- 9. Invest in Trust Building
 - a. Transparency and Open Communication
 - i. Give immediate, transparent feedback when issues or changes arise
- 10. The Little Things
 - a. Pre-Thanksgiving Pumpkin Pie
 - b. Continuing Education Video
 - c. Create a Zen Environment
 - i. Desk décor creating
 - ii. Background instrument music
 - iii. Bring the green in with plants/flowers
- 11. Form an Office Book Club
 - a. Each employee picks a book a month
- 12. Group Fitness/Challenge
 - a. Chair Yoga
 - b. Meditation before/after work
 - c. Walking group
- 13. Create an Internal Creativity Board
 - a. Submit items to bolster employee interest and motivate one another
 - i. Blogs
 - ii. Articles
 - iii. Photos
 - iv. Ideas

As always, engaging activities should be discussed with your department head for approval and determining if any underlying concerns would require the delaying of all or parts of a strategy (i.e. allergies, time commitment, etc.).

Please contact your Human Resources and Risk Management Department to assist with or offer further engaging strategies.