

20 Techniques for Acknowledging Your Employee's Good Work



Acknowledging your employees for a job well-done can have a great reward for your company. Unfortunately, few employers take the time to reinforce their employee's good efforts.

According to Author and Motivational Speaker, Bob Nelson, only 58% of employees receive a "thank-you" at work. This is a very low statistic. There is no excuse to not thank your employees for their work.

The following are a few statistics of employee response to positive reinforcement in the workplace. The figures have been acquired by a survey conducted by Maritz Research:

- 5 times more likely to feel valued
- 7 times more likely to stay with the company
- 6 times more likely to invest in the company
- 11 times more likely to feel committed to the company

Acknowledging your employee's good work can be one of the best things that you do for company culture. If you don't thank your employees than its time that you start. Learn 20 simple methods to thanking your employees for a job well-done.

How to Thank Your Employees for a Job

Well-Done

- 1. Personal Handwritten Notes**

Handwritten notes are always more effective than emails. Write a note on a special “Thank-You” card and deliver the card to your employee personally.
- 2. Employee of the Month**

Employee of the Month is a common acknowledgement to an outstanding employee. On top of the honor, you may want to display their head shot and reward them with a bonus or special parking spot.
- 3. Treat Them to Lunch**

An employee’s enjoyment of the job is many times tied to the relationship with their Manager. Use this time to connect one on one with someone who has gone the extra mile. Is an entire team doing an exemplary job? Buy lunch for the entire team to thank them for their efforts.
- 4. Bonus PTO**

Who doesn’t want extra vacation time? Reward your employee with PTO to give them the long weekend that they deserve.
- 5. Bouquet of Flowers**

Flowers are the classic gift that almost everyone can appreciate. Give a special bouquet of lilies, tulips or even a bouquet of cookies.
- 6. Serve Refreshments to Team**

End the day with refreshments for your team. This could be beer, wine, or soda on Friday after work.
- 7. Grocery Store Gift Card**

Gift cards can make your employees feel valued and appreciated with minimum effort from the employer. Besides, who doesn’t need extra cash for the grocery store?
- 8. Amazon Gift Card**

Amazon is the online store that has something for everyone! With an Amazon gift card, you really cannot go wrong.
- 9. Starbucks Gift Card**

Most of us drink a morning cup of coffee! Combine a Starbucks gift card with a handwritten note as a special “thank you”.
- 10. Recognition in Company Newsletter or Website**

If you have a company newsletter, mention your hardworking employee in

an article.

11. Year End Cash Bonus

A cash bonus... the “thank you” gift that never gets old!

12. Company Apparel

If you are on a budget, company apparel can be an inexpensive method to rewarding employees.

13. Gala Guests

Does your company collaborate with a charity? If so, provide your employee and a guest with tickets to the next charity Gala.

14. Impromptu Time Off

On warm summer days, we can often find ourselves staring out our office window. Next time this happens, let your employees leave a few hours early to enjoy the sunny weather.

15. Breakfast Treats

Reward your team with their favorite breakfast treats! Donuts, muffins, and a fruit platter are always a great choice.

16. Work Anniversaries

Celebrate your employee’s work anniversaries. You could choose to celebrate a 10, 20, or 30-year anniversary with a plaque and cash bonus.

17. Point Reward System

A point reward system is a great method for your employees to meet a series of small goals at their own pace. Every point they earn will be an accomplishment toward your bonus system. This is a great way to motivate goal planning.

18. Traveling Trophy

Sometimes, competition can be a good thing! Try utilizing a traveling trophy to influence hard work.

19. Work Party

Celebrate Christmas, summer, or special occasions with a work party. Your employees can socialize and meet each other’s family. You could hold your work parties at the office, a restaurant banquet room, or a park.

20. VIP Parking Spot

Maintain a front row, VIP parking spot, for your employee of the month.