

12 Easy and Inexpensive Ways to Recognize and Reward Your Employees

In a world where money is tight and people are stretched thin, it may seem nearly impossible to reward and recognize your employees for doing great work. However, with a little imagination and effort on your part, you can recognize and reward your hard-working and high performing employees at almost no cost. Here are a dozen ways you can do it. **Use your imagination to add more ideas!**

Make sure you know how your employees prefer to be recognized (public versus privately).

1. Write them a personal note of thanks. The note doesn't need to be elaborate, just sincere.
2. Create a "Certificate of Appreciation" documenting the specific action you want to thank or recognize the employee for. If you have a few dollars, buy a frame for them to use to display it.
3. Create a "Wall of Fame" in your work area. Regularly document the specific actions of employees that you want to recognize.
4. Acknowledge their accomplishments at a staff meeting.
5. Invite them to attend your manager's staff meeting (with the other manager's permission, of course).
6. If you're trying to recognize a group of people, bring in some donuts to say thanks.
7. Bring them flowers – they can even be from your back yard!
8. Take them to lunch.
9. Recognize their special events – birthdays, anniversaries, etc. A cake is nice, but a card and a balloon work just as well.
10. Arrange for them to have lunch with your boss.
11. _____
12. _____
13. _____



Keep in mind that employees perceive and value rewards differently, based on individual preferences. The best way to ensure that your efforts will be appreciated is to ask the employee how they would prefer to be acknowledged.