**40 Easy To Use Employee Recognition Ideas**

In ***How Great Supervisors Use Employee Recognition To Improve Performance,*** we looked at how supervisors who provide frequent and meaningful recognition and praise inspire employees to higher performance, engagement and loyalty.

Below are 40 ideas for recognizing those you supervise. Learning your employee’s recognition preferences will help you determine which will work for you and which will not. But, don’t hesitate to get out of your comfort zone and try fresh approaches, and engage your employees in brainstorming other creative ways to recognize, praise and celebrate individuals and teams.

* + - 1. Use your personal stationery and mail recognition letters to homes of employees
			2. Give the employee a meaningful book and sign the inside cover with a personalized message
			3. Leave praise on a meeting room white board or flip chart
			4. Leave voice mails of praise
			5. Text a praise or recognition
			6. Place a note of appreciation on an employee’s windshield
			7. Leave a sticky note of praise on an employee’s desk chair
			8. Praise someone for keeping a commitment
			9. Praise someone when they meet a deadline
			10. Praise someone for their character
			11. Praise someone for taking a risk, and failing
			12. Recognize a good idea with an Innovation or Ingenuity Award
			13. Recognize over and above effort with a Hustle Award
			14. Bring in doughnuts after a big accomplishment or hard stretch of work
			15. Buy store bought wrapped cookies; type a recognition and adhere it to the cookies and give the cookies away to everyone on the team
			16. Give a way tickets to upcoming community special events
			17. Give personalized gift certificates as rewards: a meal, coffee, car wash, movie, groceries, spa, a round of golf, an amusement park
			18. Allow the recognized employee to select the gift card vendor they prefer
			19. Tell SAIL stories: Tell of a Situation, explain the Action they took, the Impact it had on the organization and the Link it has to organizational goals or values
			20. Invite an individual or team into a Senior Leadership meeting to recognize them
			21. Take pictures of those being awarded and put them on a highly visible bulletin board
			22. In the Break room put up a family focus board with family pictures and children’s accomplishments
			23. Recognize the birthdays of the children of direct reports
			24. Celebrate an employee’s new baby when they return to the office
			25. Purchase small action figures to give a way as “my hero” awards
			26. Go to a Dollar Store for cheap awards and recognitions (Examples: WD-40 you get things unstuck; duct tape for you hold us together)
			27. Recognize the sacrifice of families of employees whose job duties have taken them out of town
			28. Send an employee’s spouse flowers or a gift card after they have had to work long hours
			29. Pay for the spouse to join an employee on a job related trip
			30. Hire a yard crew or a maid service for a day as an anniversary gift
			31. When publically recognizing someone, ask for one or two peers to provide the recognition
			32. Invite the family of those being recognized to the recognition event
			33. Senior Leadership grills out, cook pancakes, wash cars for the team when a goal is reached
			34. Before a new hire arrives send them by courier/express mail an envelope with welcome cards from everyone on the team
			35. Call the ice cream truck to come by the church during a time of peak loading
			36. Bring in a masseuse to provide shoulder and neck massages after a stressful period at work
			37. Take a team out to lunch and bowling or a movie in recognition of a goal achievement
			38. Provide a catered picnic for the team
			39. Recognize the employee on the organization’s website
			40. Greet an employee in their office with a morning cup of coffee

**What other ideas do you have?**