**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?**