

WAYS TO SHOW APPRECIATION (FOR ALL BUDGETS)

No matter the size of your organization or your budget, there are countless ways to celebrate your team. Whether you're looking for **quick, no-cost gestures** or **larger, high-impact initiatives**, here are creative ways to make Employee Appreciation Day meaningful.



LOW-COST, HIGH-IMPACT IDEAS

- **Public Shout-Outs** – Recognize employees in meetings, newsletters, Slack/Teams, or the company intranet.
- **Handwritten Notes** – A simple “thank you” from leadership shows personal appreciation.
- **Surprise Perks** – Extend lunch breaks, allow early dismissals, or implement a “casual dress” day.
- **Personalized Video Messages** – Have managers or executives record short thank-you messages.
- **Create a 'Gratitude Playlist'** – Let employees submit songs that energize and inspire them and share the playlist with the team.
- **Social Media Spotlights** – Feature employees on LinkedIn or the company’s social pages with a heartfelt post.
- **Themed Appreciation Week** – Spread the celebration over a week with daily themes like “Motivation Monday” (share inspiring stories) or “Thankful Thursday” (employees give peer recognition).

NO BUDGET? NO PROBLEM!

These small gestures make a big difference.



MID-TIER BUDGET IDEAS

- **Coffee or Lunch on the Company** – Provide a catered meal, coffee bar, or food truck experience.
- **Customized Gifts** – Company-branded swag, books, or personalized thank-you cards from leadership.
- **Recognition Raffle** – Give employees raffle tickets for acts of kindness and draw for fun prizes.
- **Desk Drop Surprises** – Leave snacks, small treats, or company swag at employees' workstations.
- **Wellness Perks** – Offer chair massages, meditation sessions, or on-site fitness activities.
- **Team Bonding Activity** – Host a game tournament, trivia contest, or escape room challenge.
- **Charity Donations in Their Name** – Let employees choose a nonprofit for the company to donate to on their behalf.

Invest a little for **BIGGER IMPACT**.



HIGHER BUDGET, BIG WOW IDEAS

- **Team Outings** – Organize a fun offsite event, happy hour, or group experience like axe throwing or bowling.
- **Professional Development Perks** – Offer access to online courses, career coaching, or conference tickets.
- **Surprise Bonus Time Off** – Give an extra PTO day, half-day, or a long weekend to recharge.
- **Custom Awards & Recognition Ceremonies** – Celebrate top performers with trophies, plaques, or creative awards.
- **High-End Gift Cards & Experiences** – Provide options for dining, travel, or entertainment.
- **VIP Parking & Executive Lunches** – Let employees enjoy premium parking or a special lunch with leadership.
- **Employee Retreat or Wellness Day** – Host a relaxing day focused on self-care, mindfulness, and personal growth.

For organizations looking to make a **MAJOR IMPACT**.

