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.

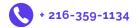


LOW-COST, HIGH-IMPACT IDEAS

- 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.

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.

Invest a little for **BIGGER IMPACT**.





For organizations looking to make a MAJOR IMPACT.





