

25 IDEAS TO IMPROVE MORALE AND ENHANCE PRODUCTIVITY

1. Does your organization provide business cards to all employees? Distributing business cards is a cost-effective way to boost morale and show appreciation for your employees. However, most business cards are generic and lack any personal touch. It's important to consider how your business card represents you as an individual. Adding a personal quote, motto, or graphic can make a meaningful difference in networking and building relationships.
2. Engage your employees in a creative contest by having them design a T-shirt with a message that represents your company or department. This challenge not only encourages creativity, but it provides valuable insight into how employees view the workplace. Such activities create legends that can strengthen ties to the organization.
3. Involve family members in your employees' work life by collecting drawings of their loved ones' jobs and displaying them in a company booklet or public area. This promotes a work-life balance and fosters a stronger sense of belonging for employees and their families.
4. Show your employees appreciation by sending a handwritten note at least once a week. Simple gestures can go a long way in building internal loyalty. Dedicate a specific day of the week to write these notes, and make them meaningful by including personal touches.
5. Set up bulletin boards featuring pictures of your employees and their families. Displaying family milestones like weddings, graduations and vacations helps to promote a sense of pride and connection among employees. Recognizing personal successes is just as important as acknowledging professional achievements.
6. Greet employees with an inspirational message of the day when they turn on their computers. Uplifting messages can help improve the level of interaction in the workplace and foster positive attitudes among employees.
7. Acknowledge your employee's accomplishments with a small token of appreciation, such as candy, flowers or gifts. Giving praise can increase your employees' motivation and sense of purpose.
8. Celebrate your employees by encouraging them to creatively dramatize significant events in the company's history or culture. This can be done by videotaping or live performances. This creative process helps to unearth hidden talents and promotes a sense of pride and team-building.
9. Record company legends and success stories on video or audio tape and use them as training materials. This helps current employees to gain a sense of pride in their work and new hires to learn about the organization history.
10. Once a month, encourage senior leadership to do something creative for their employees, such as cooking breakfast or taking them to lunch. These small acts of gratitude can go a long way in building morale and loyalty.
11. Add a personal signature or unique touch to your memos to differentiate yourself from others. This helps to build personal connections and adds a level of authenticity to your work.

12. Create a company poster party where employees can showcase their artistic skills by designing posters that represent the company's values and culture. These posters can be displayed throughout the building and moved weekly to promote visibility and inspiration.
13. Purchase a Red Plate that says "You are special today" to acknowledge outstanding employee efforts. Passing it around to different employees can promote a sense of recognition and appreciation.
14. Add fun and interesting graphics, cartoons, or quotes to memos or fax cover sheets to create a lasting impression and promote organizational values.
15. Encourage kindness by distributing buttons that say "Kindness is contagious - catch it!". Showing appreciation for kind deeds can create a culture of positivity and mutual respect.
16. Develop a company mascot that embodies the essence of the brand. For instance, Rosenbluth Travel's use of a salmon represents their determination and persistence to reach their goals. Consider incorporating the mascot into various forms of internal recognition, such as stuffed animals or pins, to foster a meaningful connection with the brand.
17. Consider implementing a bulletin board or designated area for appropriate cartoons and humorous writings that can provide a brief moment of humor, promoting employee productivity. Research has shown that workplaces that incorporate laughter into their culture see increased levels of employee satisfaction and engagement.
18. Create a space for employees to vent about daily frustrations and negative feelings, known as the "Whine Cellar." This designated area can be a stress-free zone where employees can decompress with stress toys, stuffed animals, and treats. Promote the area as a resource for coworkers to turn to when experiencing negative emotions.
19. Evaluate the decor in the office to ensure that it reflects a more human level. Consider displaying personal items that hold significance as a means of introducing your true self to colleagues. This can be beneficial to colleagues, as personal connections can develop more easily.
20. Develop a service guarantee that sets your organization apart from others, such as a guaranteed wait time in a hospital's emergency room. This promise serves as an incentive for employees to consistently offer high-quality customer service. The guarantee can also increase employee pride and develop stronger team cohesion.
21. The Four A's jar is a thoughtful gesture to uplift fellow employees in need. Fill the jar with positive affirmations that remind individuals of their worth and value. Consider gifting these jars to employees with positive messages to benefit their overall well-being.
22. Encourage creativity and promote company values by providing a clear acrylic piece as a blotter. This can be used as a medium for employees to create a visual representation of their company values, such as slogans or missions that inspire creativity and foster mutual respect among employees.
23. Consider naming the hallways in the building after key company values, missions or even highly valued employees. This can serve as a daily reminder of the organization's purpose and help foster a more meaningful connection between the employee and the company.

24. Host a "Bring your Family to Work Day" event that includes activities for all age groups. This provides an opportunity for families to witness their loved ones' work and foster an understanding of their job duties. In addition, providing an opportunity for families to bond and have fun can lead to a happier and more productive work culture.
25. Show appreciation to employees with creative giveaways. Offering free samples can result in a more grateful and engaged workforce. Consider giveaways like discounts on company products or services or a special lunch for employees.