

Ways to recognize your employees

While tempting and very convenient, recognizing all of your employees in the same way may not be as meaningful as you think. Recognize the unique value your employees bring to your firm in ways that are meaningful to the individual. Ask your team to review the list of recognitions and take note on the variations you receive from each team member.



- A thank-you note**
A handwritten note is a classic, meaningful way to show appreciation and motivate employees with a keepsake of your gratitude.
- Primo parking**
This is an old-school reward that has been around forever ... because it works. It's a great form of public recognition.
- Flexible hours**
Assess your current work environment and determine how and when you can let your team work when they want to work. If even for one day a month, giving your employees that autonomy will go a long way.
- Name a conference room or lounge after that employee or team**
If an employee or team had a major success and the whole office should know about it, name a conference room or lounge after them.
- Presidential seal**
Create a formal letter recognizing your employee's achievement. Sign it and use the company's seal to give the letter something extra. You could even frame it too.
- Day off pass**
An extra day off from work always helps, and is even better when employees can pick the day and get paid to boot.
- Gift card from their favorite store**
Knowing your employee's favorite store says a lot. Going the extra mile to get a gift card for them is very thoughtful.
- A pair of movie tickets**
In addition to the purchase, make sure you ask them what they saw and spend a few minutes talking about the movie.
- A subscription to their favorite magazine**
Let your employee pick, professional or hobby, either way both of you benefit from an engaged employee.
- Pay for a membership in a trade association of their choice**
In addition to boosting their skills and interactions with other professionals, it is also a great way to promote your firm.

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- Provide some one-on-one mentoring or coaching**
The investment is worth it when your employee feels valued and can give more than they did before the mentor or coach’s assistance.
- Tickets to a concert, show or another event**
Knowing what they like is key to this reward. If they have been talking about a concert or event they’ve never gone to and you were the one to get them tickets, you will be their hero or heroine.
- Pay for their recreational event**
If it’s sports, drama or language class – pay for one registration. It will show that you’ve been listening and support their life outside of work.
- Purchase webinars for professional development**
In the age of nano-learning, webinars are a great way to increase knowledge and skills without leaving the office. However, make sure your employee has uninterrupted time to absorb the learning, if it is done in the office.

Add your own preferences:



- Send them to a professional development training**
If they are looking for a promotion but just don’t have the right skills, provide them with the development and skills to get there.
- Send them to a popular professional conference**
A great way to sharpen skills and strengthen networks is to attend popular professional conferences.
- Offer bonuses or salary increases**
Of all recognitions this is one of the most popular and sought after. It can be the recognition to help grow your firm and closely align with your organizational strategy.
- Offer employee promotions**
Promotions are the ultimate way to recognize value and an employee’s past and future contributions to the firm.
