

## 30 WAYS TO SAY 'THANK-YOU'

We know that being appreciated at work matters. Not only does it improve satisfaction and boost retention rates, but according to studies, 75% of employees surveyed agreed that motivation and company morale would improve if managers simply thanked their people in real-time for a job well done.

Many of us have introduced recognition schemes, but we can get it so wrong if they feel like just another HR initiative that doesn't recognise who we are as individuals and what we have achieved.

So, here's a look at 30 simple ideas to say 'thank-you' that will surprise and delight every personality in your team!

### *For those that like things to be straightforward*

#### **1. Just say 'thank-you'**

Obvious, but saying "thank you" is the simplest gesture and the one we often forget. If you want to show sincere appreciation just say something like "You did a good job." or "Thanks for all your hard work. I noticed!"

#### **2. Ask them**

Everyone wants recognition for their contributions, but not everyone feels recognized in the same way. So why not ask them?

At [Button](#), one of the questions the managers ask is "tell us about a time you felt appreciated for your work". This provides them with insight into how to make sure their teams are able to be recognized in ways that they feel appreciated. Based on this information they have implemented different manners of recognizing the team, some very public and others more private.



### 3. A handwritten note

It sounds so simple, but if you have ever received a handwritten thank-you will know how good it feels (for the person writing it too!)

Douglas Conant, the former Campbell's Soup CEO, takes this practice to the next level. Conant says he wrote at least 30,000 thank-you notes to employees over the course of his 10-year career. He committed about an hour each day to writing thank you's, an eternity in a busy Fortune 500 CEO's schedule. He usually made time for it during his commutes or while traveling.

*For those that love public recognition*

### 4. Rotating Trophy

Get a big trophy and give it to the person you are recognising for the week. During meetings, consider giving out the trophy of the week for someone who goes above and beyond. The more outlandish the trophy, the more fun.

### 5. Hold an impromptu 10 minute stand up meeting

This could be no or low-cost depending on what you do but call a random 10 minute meeting in the afternoon and hand out a treat and take the opportunity to tell team members "thank you" for their hard work. The surprise meeting, combined with a special treat, throws people out of their same ol', same ol' routine.

### 6. Acknowledge them in meetings

What better way to say thank you to the team than by acknowledging them in meetings? When someone has a good idea, performs above and beyond, or does something worthy of mentioning – it is always a good time to acknowledge it in front of their peers.



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## **7. Write them a great LinkedIn recommendation**

A great way to tell the world why you appreciate someone and help their future career too.

*For those that are hungry to learn*

## **8. Offer up some time to work on a project they are really keen on**

If a team member has had their eyes set on a particular project, see how you can get them involved in it as a way to appreciate them and it can also serve as a professional development opportunity where your team get to try new things.

## **9. Buy them a book**

One of the best, and least expensive ways to do so is to buy them a great book in the area they want to learn about.

## **10. Introduce them to a mentor**

Say thank you by investing a little time in their career growth. Introduce them to someone either internally or externally that could become their mentor.

## **11. Get them a conference pass**

Ask them which seminars, workshops, and conferences they'd like to attend. Then send them on their way! These can be a great way to say thank you and have them learn something new or make some new connections for work.

## **12. A free lunch to learn**

We love this example from HubSpot who show their appreciation by saying "if there is someone you can learn something from - take them for lunch and send us the bill"

## **13. Invest in their development**

Moneysupermarket.com know the value of investing in personal development - they actively encourage their people to get involved in projects that play to their strengths



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and they even run sessions where you can get breakfast with a member of the Exec team or the Board.

*For those that appreciate flexibility*

#### **14. A working-from-home day**

What better way to make someone happy than not have them do the rush hour commute? Say thanks by letting them choose a day to work from home.

#### **15. Let them leave early**

One way to say thank you to your people is by giving them some time off from work. Encourage them to leave early or come in a little later or give a spontaneous afternoon off.

*For those that like to give something back*

#### **16. Contribute to their cause**

This can come in the form of time off to volunteer for a social cause or a small monetary donation to a charity of their choice. Not only would this allow employees to feel like they are giving back to society, it would also help them feel like their organisation cares about their personal beliefs and values.

Check out this platform [Ethical Angel](https://ethicalangel.com) where your people can get matched with development or impact experiences on causes that really matter to them.



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*For the team member who likes to be centre stage*

### **17. Celebrity shout-outs**

Dribbble uses [Cameo](#) to surprise its employees with shout outs from celebrities. Since its workforce is 100% remote, Dribbble, has to get creative when it comes to recognizing the team. One of its favourite ways to show its gratitude is by using the Cameo website to order short videos (much cheaper than you think) in which celebrities give a personal shout-out to employees who've gone above and beyond. These videos are then played at team meetings so the whole team can get in on the fun.

### **18. Wall of fame**

Snap photos of your team's accomplishments or take candid shots of them hard at work. Celebrate their contributions by creating a Wall of Fame.

### **19. Say it on Social Media**

Dedicate part of your website homepage to say thank-you, post a comment on your social media platforms with a photo - even better if your customers see it too!

*For those that like to feel special*

### **20. Meaningful experiences**

[Blueboard](#) is a great example of a recognition and incentives platform powered by hand-curated experiences. They make it easy for companies to give meaningful rewards, incentives and gifts—from one-of-a-kind to once-in-a-lifetime experiences.

### **21. Surprise treats**

Stick their favourite drink, chocolate or snack on their table before they arrive at work to get them off to a great start.



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## **22. A meal out**

Take them on a company paid lunch once in a while or give them a voucher they can use with their family at their favourite restaurant.

## **23. Appreciation certificate**

Another way that you could say thank you is by having the entire team sign a framed photo or certificate of appreciation.

## **24. Name something after them**

Name a project or even a product after them to show how much you value them.

## **25. Free passes**

Another way of showing gratitude is to give them free passes. A free movie pass, spa day, salon, or to any exciting activity you know they will love.

## **26. Celebrate work anniversaries for the right reasons**

This shouldn't be the boring engraved gold watch for time served, but a celebration of their value and what makes them special to your organisation - choose a life changing experience that they will never forget – concert tickets, photography lessons, a trip to Disneyland? Check out [Blueboard](#) for their ideas on a range of experiences.

## *For the healthy ones*

## **27. The gift of wellness**

What better way to say thank you than by supporting your people's health and wellbeing? You don't have to provide monthly gym membership but awarding complimentary passes to a nearby yoga studio or gym or giving them extra time in the day to pursue their passion for keeping fit.



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## *For the team players*

### **28. Peer to peer**

For some it will be as (or even more) important to get appreciation from others in the team as it is from their manager. Introduce a way that peers can recognise each other through e-cards, social media high fives or even giving each other gifts.

General Motors (GM) partnered with engagement app provider [Achievers](#) to launch their recognition programme, which included a one-click recognition feature that makes it easy for any employee, including leadership, to recognize others. They achieved a 97 percent activation rate and, more importantly, people leaders at the company send an average of four recognitions per month and eight out of ten managers send recognitions monthly.

### **29. Gamify the rewards**

The [SnackNation Member Success Team \(MST\)](#) designed a recognition program in which team members earn badges for hitting milestones related to their most important metrics. Think of it like a video game achievements program come to life – complete with custom-made badges for unlocking milestones and participating in team campaigns. MST employees are awarded in elaborate fashion during the team's weekly department meetings.

### **30. Use a public recognition feed (with points!)**

[Kazoo's](#) social-media inspired recognition platform means peers can recognizing one another for the whole company to see and engage with in real time. They can earn points for each piece of recognition they receive and can cash in their points for fun and meaningful rewards and experiences — like donating money to their favorite charity, gift cards, or buying more points to send to their peers.

