

# Nurturing a Culture of Appreciation from Every Level!

## 80+ Low/No Cost Ways to Appreciate

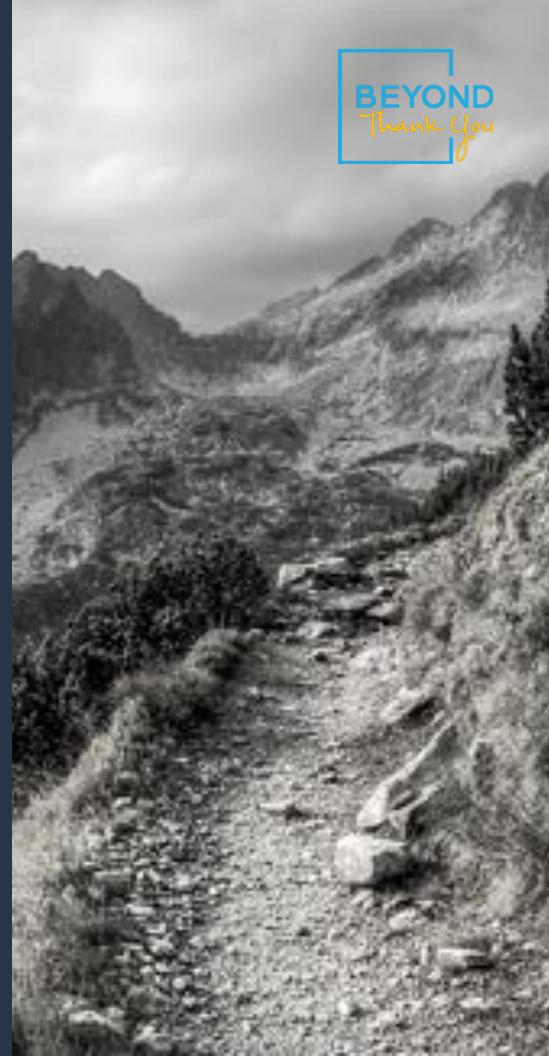
Employees' Ideas, Mental & Physical Health, Lives Outside of Work,  
Career Development, & Need for Fun!

# Culture

is a conversation that gets generated by things we talk about and the actions we take.

Like a path that forms in the grass from constant use, as soon as people stop going down that path the grass and weeds will start to regenerate.

**It is the job of every employee to keep this conversation alive!**



In this document, you will find 80+ simple and low to no-cost ideas to nurture a culture of appreciation in your organization from every level, regardless of your role.

**In each section, you will find specific ideas for:**

**SENIOR LEADERS**

**MARKETING & INTERNAL COMMUNICATIONS**

**PEOPLE LEADERS / MANAGERS**

**HUMAN RESOURCES & TOTAL REWARDS**

**INDIVIDUAL CONTRIBUTORS**

# Table of Contents

---

## **Appreciating People's Ideas & Nurturing a Culture of Sharing!** **7**

The best ideas come from every level. Open the floodgates to innovation and creativity by appreciating everyone's ideas!

## **Appreciating People's Lives Outside of Work** **10**

Appreciate the whole person! Signal that you understand and value their lives at work and outside of work as well!

## **Appreciating People's Development & Career Growth** **12**

If they are not growing, they're gone! Here are simple ways to help nurture a culture of growth and development at work!

## **Appreciating People's Mental & Physical Health** **14**

Healthy employees are happy employees! Here are simple ideas to support people's both mental and physical health at work!

## **Appreciating People's Need for Fun** **17**

Teams that play together stay together! Here are ideas to appreciate people's need for fun at work!



**BEYOND**  
*Thank You*

## **Vision**

A World Where People  
Feel Valued and  
Appreciated Every Day  
at Work/Home.

## **Mission**

To provide extraordinary content,  
trainings, curriculum, and activities that  
help leaders and organization build and  
maintain valued employee cultures.

## **Guiding Principles**

### **Live the Work**

Always practice what we  
preach both at work and  
at home.

### **Help People Connect with People**

All of our work is designed to help  
people connect with people in positive,  
authentic, fun and meaningful ways.

### **Be a Contribution**

Make sure our presentations,  
programs, learning  
communities, make people's  
lives easier and brighter.

### **Keep it Practical and Useful**

Theory is interesting, action has impact!  
Remove the barrier to action, by keeping  
our materials, recommendation, simple,  
fun and easy to act on.

### **Keep Learning/Keep Growing**

Keep researching, asking questions,  
experimenting, trying new things.  
Stay relevant and Impactful.

## Christopher Littlefield



Christopher Littlefield is an International and TEDx Speaker, Expert in Employee Appreciation, Recognition, and Employee Engagement, and the founder of [Beyond Thank You](#). He has trained thousands of leaders, across six continents, on how to understand what their people want and need to be at their best. His clients include Accenture, Boston Medical, Lebanese Postal Service, MIT Sloan School of Management, Reserve Bank of Australia, Salesforce, the U.S. Army, the United Nations, and more. His work has been featured in New York, Mindful, and British Psychologies Magazines, and profiled in Harvard Business Review. Chris is a regular contributor to [Forbes](#) and [Harvard Business Review](#) and the author of the bestselling book, [75+Team Building Activities for Remote Teams](#).

### Contact Information

[Chris@beyondthankyou.com](mailto:Chris@beyondthankyou.com)

[www.beyondthankyou.com](http://www.beyondthankyou.com)

**“An Expert  
in Employee  
Appreciation  
and Recognition.”**

**Forbes**



# THE BOOK

## The book includes

- Get to Know You Activities
- Check-In/Debrief Process
- Simple Ways to Laugh and Play Together
- Ideas and Activities to Keep Learning and Growing Together from Afar
- Celebration and Recognition Ideas



available at  
**amazon**



**"Great practical tips! I love the goodness that Chris Littlefield puts out into the world. Downloaded this wonderful book and am using many of the tips already. Highly recommend!"**

### **Chester Elton**

Apostle of Appreciation  
New York Times Best Selling Author of All In & Carrot Principle



**"Managers looking to develop fortified bonds among their teams, Chris has delivered a textbook reference for building an emotional bridge within company culture."**

### **Dorie Clark**

Duke & Columbia Business Professor,  
Author of Stand Out and  
Top 50 Business Thinker in World -Thinkers 50



**"Finally a RELIABLE resource for strengthening remote teams."**

### **Ron Carucci**

Managing Partner, Navalent and  
Bestselling author of Rising to Power

# INTERACTIVE VIRTUAL TRAININGS

As return to work dates get pushed further and further away, it is time to stop waiting for the storm to pass and learn to thrive in our new reality. You have given leaders the technology to connect, now give them the tools and activities to make those connections meaningful and engaging. Here are four interactive virtual programs that will actually help your people at both work and home:

## Remote Leadership Playbook

Give Leaders a roadmap and abundance of concrete activities to curate an engaging remote team culture without investing more than 15 minutes of planning each week.

## Being Resilient in Times of Uncertainty

Give Leaders practical strategies to better manage stress and stay at their best in the midst of the pandemic. They will learn to understand their stress and recovery cycle and leave with four proven strategies that trigger our parasympathetic nervous system to rest and recovery.

## The Art of Recognition & Engagement

Train your leaders in the most fundamental leadership imperative:  
How to give and receive recognition and feedback.

## Custom Retreats & All Staff Events

Interested in holding your annual leadership retreat or employee appreciation event remotely? Let us help you design an interactive event your people will love!

[www.beyondthankyou.com/interactive-virtual-programs](http://www.beyondthankyou.com/interactive-virtual-programs)

**L.L.Bean**

*CHRIS'S ENERGETIC PRESENTATION WAS JAM PACKED FULL OF PRACTICAL EXERCISES AND INSIGHTFUL PERSPECTIVE. ABSOLUTELY WORTH MY TIME TO ATTEND. HIGHLY RECOMMEND!*  
**-AMY SPOONER**  
DIRECTOR, CREATIVE OPERATIONS AT L.L.BEAN



*I ALREADY HAVE 3 NEW ICE BREAKERS TO USE WITH MY LEADERSHIP TEAM AS A RESULT OF THIS WORKSHOP.*  
**-SENIOR IT MANAGER**



*IT WORKED! THANKS AGAIN FOR YOUR WORKSHOP. WE JUST HAD OUR BEST LOCKDOWN STAFF MEETING SO FAR, THANKS TO YOUR TECHNIQUES.*  
**-MICHAEL LODGE**  
SECRETARY GENERAL INTERNATIONAL SEA BED AUTHORITY



*I AM HUMBLED BY HOW MUCH YOU GAVE IN 90 MINUTES, I APPRECIATE YOU GOING ABOVE AND BEYOND FOR OUR TEAM. WHAT YOU SAID, AND HOW YOU SAID IT, WILL STAY WITH MY TEAM FOR MANY MONTHS, IF NOT YEARS TO COME. THANK YOU!*  
**-DEPUTY REPRESENTATIVE -UNICEF**



*CHRIS FACILITATED A VIRTUAL TEAM OFFSITE FOR US, WHICH PROVIDED A DEDICATED TIME AND SPACE FOR US TO COME TOGETHER AND TRULY GET TO KNOW EACH OTHER PERSONALLY AND PROFESSIONALLY. THE ENTIRE TEAM FOUND GREAT VALUE IN THE SESSION AND IS BETTER EQUIPPED TO WORK TOGETHER MOVING FORWARD. THANK YOU, CHRIS!*  
**-LACIE WORTH**  
PERFORMANCE & CROSS -BOARDER MANAGER FACEBOOK

# Appreciating People's Ideas & Nurturing a Culture of Sharing!

The best ideas come from every level. Open the floodgates to innovation and creativity by appreciating everyone's ideas!

## SENIOR LEADERS

- Hold monthly or bi-monthly all-hands meetings in person or virtually.
  - Share current organizational updates and current challenges or opportunities and ask employees from all levels to propose ideas.
  - Ask employees to share opinions about ways to improve business organizational culture.
  - Ask employees to give shout-outs to other employees who really helped them out recently.
- Ask employees to present industry trends and what their department or teams are doing to stay ahead of them.
- Create an email or physical box where employees can share ideas and ways to improve results.
- In senior team meetings, ask leaders to share what their teams have been working on. Ask leaders to tell stories about the contributions of different team members.

## MARKETING & INTERNAL COMMUNICATIONS

- Feature employees' ideas in your internal and external marketing. "John and the IT team are the ones behind the launch of Slack! Next time you see him, thank him and his team for making our life easier!"
- Share stories that encourage idea-sharing. "Last week, the Marketing Team and Sales Team met to brainstorm how to better partner for the fourth quarter. We can't wait to share the new ideas we have in store for you all!"





## PEOPLE LEADER / MANAGERS

- Nurture a culture of sharing ideas by asking for employee input in each staff meeting.
- Honor people's ideas and expertise by talking them up in senior leader meetings. "Maria is actually the one who came up with the idea for this project and has been leading the team to actually make the result happen!"
- In meetings, ask quiet, less vocal team members to share input or ideas on projects.
- Role model openness to learning by inviting other departments to share ideas on how your department could better share ideas.

## HUMAN RESOURCES & TOTAL REWARDS

- Conduct bi-monthly focus groups and spot checks relating to employee needs, to understand what support and resources would make the biggest difference.
- Conduct pulse check surveys and share back the results with staff, as well as the actions you will take and by when.
- Collect the ideas of how HR could better support communication across the organization.
- Feature your favorite ideas in an email blast or on posters around the office.

## INDIVIDUAL CONTRIBUTORS

- When people share input or feedback on a project, whether you like it or not...thank them for sharing.
- When working on a project, ask others for feedback and ideas of how to improve.
- Adopt a "YES, and" mentality when it comes to other people's ideas. Instead of saying "I disagree," say "Yes, and what about...?" and share another idea or addition to their idea.
- When someone has a great idea that people did not hear, bring it to the attention of others.
- If someone gives you credit for another person's ideas, direct their praise to the correct person. "Thank you for noticing, but that was all John's idea! Make sure you let him know, he will love to know you feel this way!"

# Appreciating People's Lives Outside of Work

Appreciate the whole person! Signal that you understand and value their lives at work and outside of work as well!

## SENIOR LEADERS

- Role model work-life balance by having a life outside of work.
- Leave work to go to your kids' events to show others this is ok.
- Avoid scheduling meetings before 9 am and after 6 pm, so people with family and other obligations get out on time and are not forced to choose between making the boss happy and disappointing their family.
- Avoid sending emails on weekends, late at night, and on vacations.
- Support your company to have policies they support outside of work.
- Have leaders let you know when someone in the organization has a loss, or a new addition, in the family and take a few minutes to reach out and share your support. Send flowers, record a quick message, to let them know you are thinking of them.

## MARKETING & INTERNAL COMMUNICATIONS

- When possible, (and when the person is interested) celebrate people's big moments in and outside of work. If the person finished their degree, gets married, had a child, runs a marathon, helps raise money for charity, help celebrate their win by featuring their success in your internal publication, email blast, or maybe even taking out a section in a local newspaper they read.



## PEOPLE LEADER / MANAGERS

### Same as Senior Leaders and...

- In order to appreciate people's lives outside of work, you need to know about them. Take time to ask about people's weekend, holidays, and hobbies outside of work. Learn about their families, kids, and what they do for fun.
- If they have a major life change, marriage, have a child, lose a loved one, illness, go through surgery, or divorce, ask how you and the team can best support them. (Pro tip - After a major change like loss of a family member, put a note in your calendar to check in a month later. Will make a world of difference you remembered.
- Before making a request at 5pm on Friday, think about how the request will impact their life outside of work. If it can wait until Monday, let it.

## HUMAN RESOURCES & TOTAL REWARDS

- People often don't think about their benefits until they need to use them. Make posters or digital posts that keep people aware of all the benefits and resources that are available to them as an employee in your company. Keep the wording simple and easy to understand. "Are you thinking about going back to school? Did you know as an employee you qualify for tuition reimbursement? Thinking about having a child? Did you know that our health plan covers...?" Help people fully benefit from your benefits.

## INDIVIDUAL CONTRIBUTORS

- One of the best ways to support people's lives outside of work is to always keep them in mind when you are at work. Every time we fail to deliver on time, show up, or don't do our tasks, it has an impact on others. When we fail to do work, it means someone else's work is impacted. The best way to respect people's lives outside of work is to honor and respect their time at work. Be an extraordinary coworker.
- Take time to understand coworkers' lives outside of work. Ask about people's families, hobbies, and how they spend their time.
- Nurture a community of support in your office by supporting each other to take vacation, go to the doctor, attend important events...

# Appreciating People's Development & Career Growth

If they are not growing, they're gone! Here are simple ways to help nurture a culture of growth and development at work!

## SENIOR LEADERS

- Nurture a culture of learning by role modeling your willingness to learn. When possible, show up and attend the training your organization offers, share what you're reading, learning about on a personal level, with your organization and senior team.
- Invest in training and development opportunities for your people.
- Host small group meetings with groups of people around the organization to talk about their experience, learning, and development.
- Invite people from your network in to speak at your organization.
- Mentor key staff members.
- Understand the career goals of your senior team members. What are their goals inside and outside of work? Create opportunities for them to learn and grow in their position.

## MARKETING & INTERNAL COMMUNICATIONS

- Partner with HR and the Training Department to creatively share both internal and external learning opportunities. Expand the learning opportunity beyond people's job roles.
- Share internal job posts.



## PEOPLE LEADER / MANAGERS

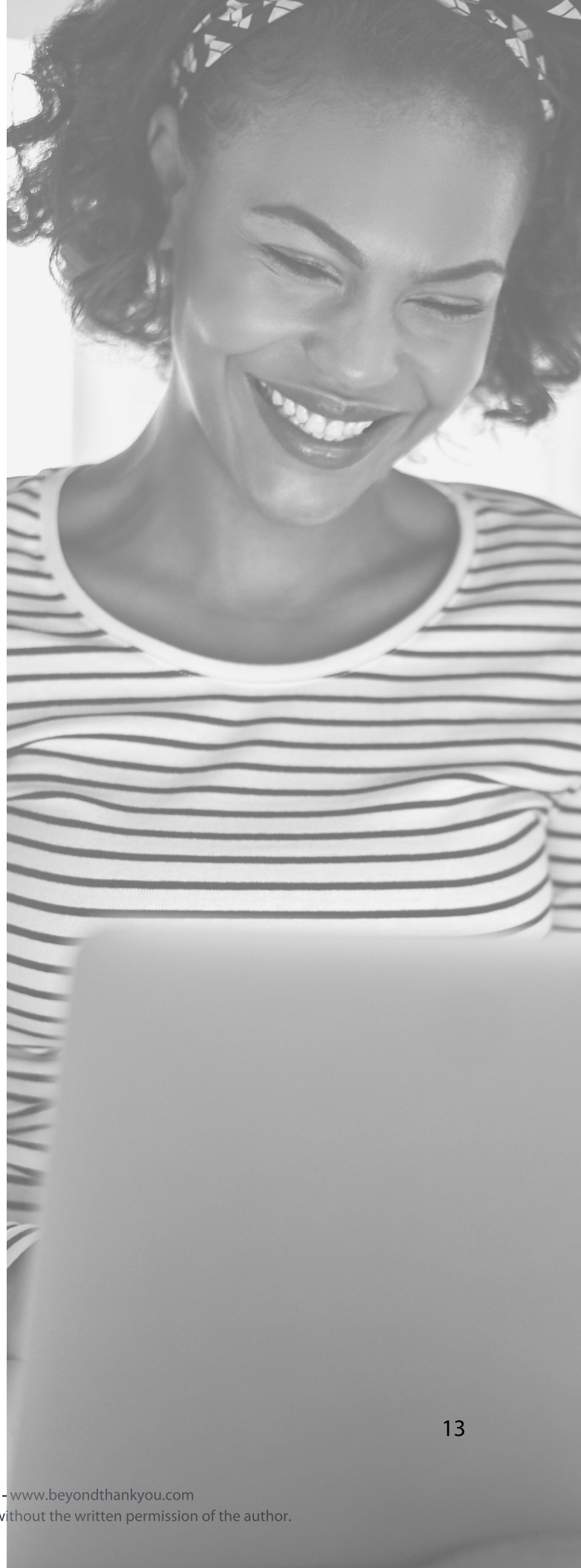
- If you don't already know the career goals and aspirations of your people, take time to understand them. Learn about what skills they want to develop and the kinds of projects they want to be working on. What topics are interesting to them and what kind of role do they see themselves in in five years?
- Once you know people's goals, actively find ways to give the employee the opportunity to develop those skills through stretch assignments, job shadowing, attending conferences, giving internal presentations, or taking the lead on a challenging project. Be sure to debrief and help the person link back the skills they are developing to the assignment they are working on.
- Have regular "stay conversations" to make sure they feel they are learning and growing.
- If the person has a desire to go back to school, or earn professional certification, find ways to help them carve time out of their schedule to take classes.
- Give specific feedback to employees about how they are doing. Help them understand the steps needed to develop and grow.
- If the employee is excelling in their position, and there is no room to move up in your company, help them explore opportunities at another company. Let them know you will be their reference if they want to explore growth outside of your organization.

## HUMAN RESOURCES & TOTAL REWARDS

- Help employees understand all the formal and informal opportunities for growth in your organization.
- Do you have career ladders? Let people know how they move up those ladders and the behaviors needed to move up each rung. Be realistic in the time frame and the work needed to move up!

## INDIVIDUAL CONTRIBUTORS

- Own your own development process by getting clear on your goals inside and outside of work.
- There are opportunities to learn and grow all around you every day at work and out of work. Listen to podcasts, read books, watch TED talks, take free online classes through platforms like Udemy, Coursera, and others.
- Invite senior leaders or coworkers who are experts in the topics you are interested in learning about, and see if they would be open for a coffee or meeting one day. Ask questions about their career path, and how they have kept learning and growing over the years.
- Take time to reflect by asking yourself what you learned and how did you grow?



# Appreciating People's Mental & Physical Health

Healthy employees are happy employees! Here are simple ideas to support people's both mental and physical health at work!

## SENIOR LEADERS

- In all hands meeting, talk about mental and physical health every once in a while. In each meeting, share a story about how you have been responsibly dealing with stress and burnout.
- Get involved in programs and initiatives in your organization and community that support better health. If a team runs the local marathon, show up to cheer or run in it yourself. If the team launched a 10,000 steps a day challenge, put on your own pedometer and do it as well.
- Have walking meetings with your senior team.
- Invite speakers in to talk about mental and physical health.
- Go to the gym on your lunch break.
- Ask employees to join their workout classes from time to time.

## MARKETING & INTERNAL COMMUNICATIONS

- Find some of your health-conscious employees who love to share their passion, and have them help run an internal and external health messaging campaign. Send people tips about mindfulness, hydration, mental health, and other ways to take care of themselves.
- Partner with HR and Training to promote health benefits like discounted gym memberships and yearly checkups.
- Work with your health fanatics at your organization to run fitness competitions.



## PEOPLE LEADER / MANAGERS

- The better you take care of yourself as a leader, the better your people will take care of themselves.
- In your meetings, ask people what they are doing to take care of themselves.

## HUMAN RESOURCES & TOTAL REWARDS

- Make people aware of all the resources available to them as employees! Do they get discounted gym memberships, acupuncture, or other unique benefits? Help them understand how to use them.
- Develop a "Healthy Employee" team that organizes health-related activities. Lunch and learn with meditation, yoga, Zumba, dietitian, and other wellness-related instructors. Oftentimes, these people are looking for exposure for their work and will run one free program at little or no cost.
- Run yearly health initiatives like Global Corporate Challenge, Whole Life challenge!



## INDIVIDUAL CONTRIBUTORS

- Take care of your health yourself. Are you into cross fit, Zumba, or another fitness craze? Share your passion about it with your coworkers. Invite people to join you for a class or offer to run a class at work.
- Organize healthy potlucks, where people bring in healthy low-calorie dishes.
- Go for walks at lunch or after work (or have walking meetings).
- If others are trying to lose weight or eat better, join them to support them in reaching their goals. Help them avoid the cake and donuts.
- Learn what your coworkers like to do to take care of themselves. Help support them to make time for those activities.



WANT MORE IDEAS?

SIGN UP HERE FOR OUR  
MAILING "THE NUDGE!"

# Appreciating People's Need for Fun

Teams that play together stay together! Here are ideas to appreciate people's need for fun at work!

## SENIOR LEADERS

- Build on your character and capitalize on the things you love to do. If you love Star Wars, ask a few trivia questions at the start of each meeting. "What planet was Chewbacca from?" or a prize for the best Chewbacca impersonation! Are you a golfer? Bring in a putting green and host mini golf competitions in your meeting or in the halls.
- Start your meeting with a trivia question about you, the organization, or other senior leaders.
- Are you not the fun and playful type? Find a person on your senior team who loves the limelight and support them to bring out the energy at your meetings.
- Support an organizational Fun Committee that runs lunch or after-work activities for staff. Have them inform you when events are happening and show up when possible.

## MARKETING & INTERNAL COMMUNICATIONS

- Bring play to your internal communications. One organization buried clues to a mystery in every weekly internal communication.
- Add a trivia question or staff horoscope written by Ted in accounting.
- If you have flown over the last few years, then you have witnessed first-hand how most airlines have turned their typically stale safety videos into playful presentations. How could you playfully feature your staff in future marketing materials?



## PEOPLE LEADER / MANAGERS

- Start one meeting a month with a quick icebreaker. Need any ideas? Check out our book [75 Team Building Activities for Remote Teams](#).
- Bring in board games, have a themed meeting with masks, play workplace charades, or create a mini-golf course in your office. A quick sort through the toy aisles at Goodwill or Target is sure to generate some simple ideas.
- If you are not the playful type, ask who on your team went to summer camp or was in the scouts...I am sure someone will be excited for the opportunity to ignite a little fun on your team!

## HUMAN RESOURCES & TOTAL REWARDS

- Make trainings and policy updates fun! Transform that company-wide policy update on dress code into a “What Not to Wear” fashion show!
- Start a Library of Play and Fun: Transform an office closet into a collection of board games, team activities, team building activity books, pool noodles, and other simple playful resources. Let managers and employees check out activities to use over lunch or in their team meetings. The one requirement is when they do, they need to take a picture to share with other staff to encourage play!

## INDIVIDUAL CONTRIBUTORS

- If other employees organize events and activities, join the fun!
- Join after work activities or clubs and invite coworkers to come along with you!
- Find ways to incorporate play into your day. Share funny YouTube videos, memes, and gifs between your meetings.
- Invite coworkers to take a mental break to play a board game, Hangman, Words with Friends, or watch a comedy sketch on YouTube.
- Smile!



[www.beyondthankyou.com](http://www.beyondthankyou.com)