Celebrating Staff Members’ Success

The environments in which we work can have a significant influence on our well-being and on our level of self-care. Individuals who work in a supportive and caring environment may generally have a better outlook on life and feel better about coming to work every day, even if the work is challenging at times. The following simple ideas can help you celebrate with staff members and reduce stress. Try one new idea each week and reflect on its effect among the staff.

For more ideas, see the Communication course.

- Send an email to staff members to let them know you appreciated something they did. You might say, “Carly, I really appreciated how hard you worked on the school-age theater this week. The youth are so excited about the play, and you are making a huge difference.”
- Personally congratulate staff members on accomplishments. For example, you might say, “Congratulations on finishing your modules, Saif. It takes a lot of commitment to finish those up, and I see you using what you learned in class.”
- Gather materials for small goody bags to recognize staff members. A simple paper lunch sack with a note and a tea bag, hot cocoa mix, or snack bag can make a staff member’s day.
- Work with management to design a “spotlight on staff” area on your program’s website. Use that space to recognize staff achievements.
- Design a recognition board. Post two or three staff members’ photos on the board each month, and post nice comments from their coworkers on the board.
- Bring in a dollar coin on Monday and hand it to one staff member with a few kind words letting him or her know you appreciate. Ask the staff member to pass it along to another staff member who is deserving of recognition or praise. If the coin makes its way around your building by the end of the week, have a small celebration with staff.
- Keep a stack of colorful index cards on your desk. Use the cards to jot quick thank you notes to staff. Set a goal of writing one per day. Better yet, leave a stack of notes in the staff room and encourage staff members to give notes to one another.
- For staff members who work in extended care or overnight care, consider sending thank you notes or small tokens of appreciation to the staff members’ families or children.
- For major accomplishments such as earning degrees or awards, consider putting an acknowledgement in your community newsletter or installation newspaper.