



# TEN REWARDS THAT DON'T COST

AN ARM AND A LEG

1

## On a Budget

With a little money to burn, incentives like a pre-paid gas card, paying for a class or certification course, paying for an association membership or subscription, or a gift card to their favorite store can go a long way.

2

## Privileged for a Day

VIP Parking, a day with a flexible work schedule, their choice of job duties, a day off work, or their choice of vending machine menus all go a long way to feeling like a king or queen for the day.

3

## Social Experiences

Tickets to the big game, to the theater, to the zoo or the amusement park, VIP passes for that a great band or art exhibit, or a night with "wine and painting" - these are all fun social connections that also relieve stress.

4

## A Big Deal

A permanent plaque on the wall of the company hall of fame, a story on the company website, a luncheon in their honor, or being the big award winner at a meeting with their peers can build recognition and esteem.

5

## Food

Whether it's a lunch with the boss, a gift certificate for a night out, a recognition pot luck, a cup of great coffee, or time off the production lines to run the BBQ for co-workers, the "right" food reward can either be an appreciated getaway or a fun social break.

6

## A Small Gesture

Recognition comes in all forms, and for some employees who don't like a big fuss, a simple, genuine, handwritten thank you note or email acknowledging their good work is praise enough.

7

## Philanthropist at Large

Being able to choose a charity for the company to donate to, being put in charge of a donation drive, or having time off to participate in a charity event for their favorite cause can provide a sense of pride.

8

## Moving up the Ladder

New responsibilities, increased job autonomy, or access to a mentor for self development makes the future look bright and recognizes hard work without having to carve out a formal promotion that doesn't exist.

9

## A Little R&R

A massage therapist at the office, or "play time break" to shoot hoops, play games, read a book, or go to the gym can be the reward that refreshes and revives after hard work done well.

10

## Something Personal

Sometimes just asking what the employee enjoys or collects is an easy way to find a small reward that really means something to them and can be fully appreciated.