

## Staff Recognition Ideas

- Post new hire pictures on a recognition board in the employee lounge
- Recognize all new hires during monthly all-staff meetings
- Provide breakfast to new hires on their first day of orientation; provide lunch with their supervisor on their second day of orientation
- Facilitate focus group meetings to hear/identify concerns, ask for ideas on solutions and identify actions necessary for improvement
- Discuss recognition ideas during recruitment, retention and recognition (RRR) meetings weekly
- Recognize an employee of the month; reward them with a prime parking spot and one free meal per week for the month of recognition
- Recognize staff career weeks/days (i.e., CNA Week) and provide daily festivities during the timeframe
- Celebrate Nursing Home Week
- Plan a monthly calendar of employee events
- Plan an annual group event (Such as a party or picnic)
- Provide "smile recognition" thank you notes
- Send thank you cards to staff members' homes (Include messages such as "I appreciate you," "I am glad you work for us.")
- Send thank you cards to staff on behalf of co-workers, residents and their families (Acknowledge an act of compassion or teamwork)
- Announce employee birthdays over the intercom and send individual birthday cards
- Send employment anniversary cards
- Offer free uniforms
- Hold "Food Fridays" or "Waffle Wednesdays"
- Create an incentive program around safety milestones or awareness
- Incorporate positive survey or health inspection results into an incentive program
- Send excellent attendance cards

