



14 Effective Ways to Show Employees and Co-Workers a Little Valentine's Day Appreciation



Valentine's Day is not just for the romantically inclined! It is a time to recognize all kinds of people in your life for their kindness, support, and work the rest of the year.

Study after study shows that recognition for doing something well at work, not money, is the top motivator of employee performance.

While retailers are exhibiting all kinds of ideas to show appreciation for romantic relationships, chances are you spend more awake time with the people you work with than your sweetie.

Make this Valentine's Day a little sweeter and show your workplace people some love!

1. Give employees a "Free Pass" that employees can use for a day off whenever they want, to be used by the end of the year.
2. Have a fun workday theme and contest, such as "Colorful Sock Day" where no one wears shoes that day while at work. This works best when the CEO wears outrageous socks and prominently walks around displaying Mickey Mouse toes.

Winner of the "Colorful Sock Day" gets awarded with, of course, socks. Customers, by the way, think this is hilarious. If you are a retail store, extend the appreciation and include a pair of wild socks with every purchase. (I think this would be a blast in a

Mary's Updates

Happy Valentine's Day

I hope you enjoy today's article. Please think about ways to show appreciation to people around you. We appreciate YOU!

Today's article is an extended version of what was picked up by the Wall Street Journal. Please find it [here](#) and share with your friends.

Free Resources to Get You Through This Planning/Tax Season

Just a reminder that we have some [free forms on my website](#) to help you create your business plan, create an interactive profit and loss statement, and develop a workable business or home budget.

I recommend setting aside some time to work on the business plan and tax returns now to make a big difference to your life and business for the rest of the year.



Mary's Book of the Month



[Get Your Shift Together: How to Think, Laugh and Enjoy Your Way to Success in Business and in Life](#)

by Steve Rizzo

Steve is a personal development expert and a personal friend who approaches everything with humor. A popular stand-up comedian, he and his book are truly funny. This book is about how to laugh at whatever life throws at us, peppered with life stories filled with great wisdom and advice. Steve's writing is entertaining and informative with a great

bank or the Department of Motor Vehicles. Or at the state capitol.)

3. Install a white board in a common area called the Gratitude Board or the Wall of Thanks. Encourage employees to write short notes to thank each other on the board. Take a picture of the board on Friday and print the picture for everyone who was mentioned that week. Start over each Monday. (This works well for shift workers too, when sometimes it is hard for people to connect.)
4. Hire a massage therapist to come to the office to give everyone a 15-minute neck massage.
5. Award employees a certain numbers of telecommuting days with seniority.
6. Start an afternoon meeting with ice cream sandwiches. Or drumsticks, Magnums, creamsicles, Choco Tacos, or fudgsicles. You get the idea.
7. Give everyone in the workspace 10 raffle-style tickets as votes. Ask people to write other people's names on the tickets over the week leading up to Valentine's Day to vote for the person who does something especially kind. They have to write the name and the action that warranted the vote. One vote per action per person.

Declare that person the "Sweetest" on Valentine's Day. Award with a giant heart-shaped box of candy that the whole group shares.

8. Have a "Bring Your Dog to Work Day." Watch how happy people are because they have their pups close by!

In large spaces, assign different days for different people so that productivity doesn't go to the dogs. Note: This is harder to do with cats but it can be fun!

9. Scheduling a meeting during lunch? Provide lunch!
10. Use a Post-It note to say thanks on someone's door, computer screen, or cubicle.
11. Send a handwritten birthday card to their home from the whole office.
12. Offer flexible working hours.

message. Highly recommended for book clubs, anyone interested in getting rid of emotional baggage, and managers who deal with difficult attitudes.

Twitter and Social Media

Throw social media candy! Giving people good online attention is like throwing candy from a Mardi Gras float! People like compliments. They like to be retweeted. They like to be liked. So do it. Help others promote their work by commenting on their blogs, Facebook pages, and tweets. This tip comes from the amazing social media genius and tribe builder, Gina Carr (www.GinaCarr.com and <http://www.facebook.com/GinaCarrFanPage>).



Pet Tip

A Winter's Tail

Most dog owners groom less often during the winter months, but remember, your dog needs a well-groomed coat to keep properly insulated. Older short- or coarse-haired dogs may get cold while outside, so consider a sweater if the temperature warrants. Long-haired dogs should have excess hair around the toes and foot pads trimmed for traction as well as to facilitate cleaning. I use an electric trimmer between toes and around the pads because electric clippers are safer than scissors, especially with wiggly dogs.



Thank You for Reading this Newsletter

Know anyone planning a conference who needs a motivational leadership speaker, or a business that needs a push forward? Please [contact me](#). I greatly appreciate your referrals!



Mary C. Kelly

13. Have a "Living in Blue Jeans Day." Set aside a day where everyone wears their favorite blue jeans. People love to be comfortable and they are frequently more productive when they are really comfy.

Connect with Mary



14. Say thank you. Sincerely, honestly, and for a specific action or behavior. Better, say thank you with a handwritten card. Even better, enclose a \$5 or \$10 gift card.

There is no one singular action or activity that will motivate everyone, but sometimes just being thanked goes a long way.

Please share your feedback on this article on [my blog](#).

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