

# THE BIG LIST OF EMPLOYEE APPRECIATION GIFT IDEAS



Gifts are the ultimate expression of appreciation – especially when they're given with sincere gratitude. Employees value a thoughtful gift, no matter what they receive. But with endless possibilities, you need a game plan.

That's why we made this list of our favorite ways to delight employees and show you care.

As you skim this guide, you'll find something for everyone:

- ✓ Some gifts are costly or come in a big box. They always leave a big impression.
- ✓ Others are more modest, but they're just as meaningful.
- ✓ We've even included simple gifts that don't need a box. These intangibles are priceless.

The choice is yours. But whatever you give as a token of your appreciation, we encourage you to choose wisely. Hopefully, this collection will inspire you to try new ideas and keep gratitude at the center of your work culture, every day.

Here's to good gifting!

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- Growth



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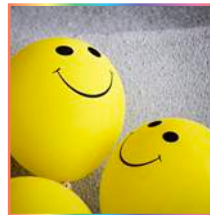
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# CELEBRATE

## NEW WAYS OF WORKING

- Flexibility
- Space
- Attention
- Growth

### CHAPTER 1





## GIVE THE GIFT OF FLEXIBILITY

- ✓ Let people choose where they work best – home, office or a mix of locations.
- ✓ Establish regular “Flexwork Days” – when employees can work reduced hours or from home.
- ✓ Launch a “build-your-own schedule” menu, including options such as:
  - 4-day work weeks
  - Unconventional shifts
  - Modified start or end times
  - Job-sharing
  - Remote or hybrid work models
- ✓ Offer noise-cancelling headphones so people stay focused and productive wherever they work.
- ✓ Reenergize road warriors with a “mobility extras” bundle:
  - Coworking space membership
  - Bonus funds to upgrade mobile devices/ services
  - Portable charger
  - Coffee house gift card and tumbler

### REBOARDING IDEA

“Welcome Back” Packs

T-Shirt • Masks • Sanitizer  
Spray/Gel • Surface Wipes •  
Tumbler • Healthy Snacks •  
Stress Ball

Health/safety tips, policies,  
procedures, resources

Suggestion cards so people  
can submit “new ways to work”  
ideas for special recognition





## GIVE THE GIFT OF SPACE

- ✓ Help onsite workers improve and personalize working spaces. Provide funds and ideas so people can enhance their workspace with custom touches and upgraded equipment.
- ✓ Hire a design advisor to help home-based workers organize a productive work area. Include a budget for furniture or equipment upgrades, as well as improved digital connectivity, data storage and related services.
- ✓ On a limited budget? Brighten employees' spirits by supplying [live plants](#) for every workstation. Rugged selections like succulents, peace lilies, snake plants and philodendrons are attractive, reliable and easy to maintain, especially in low light. (BONUS: They're also easy to ship to remote staff!) These are a few great suppliers:
  - [Succulents Box](#)
  - [Eastern Leaf](#)
  - [Urban Stems](#)
- ✓ Give employees a more inviting space to enjoy coffee or lunch with a breakroom makeover. Invest in comfortable new tables and chairs, a new microwave and dishwasher. Or if you're on a budget, try fresh paint and wall décor. (BONUS: This can be a volunteer team-building activity!)
- ✓ Even if you can't afford an in-house coffee bar, you can keep people onsite with new premium coffee equipment, gourmet beans, tea and cocoa. Add a finishing touch with details like new mugs, spoons and to-go supplies. (If you have remote team members, don't forget to send them mugs, assorted beverages and treats, so they can enjoy the upgrades from a distance.)



### PRO TIP

In remote or hybrid work settings, small virtual shout-outs mean a lot.

Make them visible and frequent using a channel on your collaboration platform to celebrate achievements.

Add engaging graphics and emojis to lighten the mood and reinforce core values.

## GIVE THE GIFT OF ATTENTION

- ✓ Managers: Put down your phone, look up from your computer and turn away from the whiteboard or presentation. Look at people and actively listen.
- ✓ As teams return to the post-pandemic office, host a series of live all-hands reboarding roundtables, structured as “Ask Me Anything” discussions with organization leaders.
- ✓ To reinforce a “we hear you” message, encourage ongoing dialogue and capture it in a living online FAQ:
  - Start by posting reboarding roundtable Q&As on internal social channels.
  - Invite everyone to submit additional questions as they arise.
  - Discuss new questions in-depth at monthly meetings.
  - Add written or video responses from leaders to the FAQ on a regular basis.
- ✓ Encourage big-picture thinking by communicating with people as strategic partners. For example, monthly:
  - Host a virtual “Office Hours” series, where people can drop-in and chat with a senior leader about whatever is on their mind.
  - Invite a stand-out employee or team to meet with the head of your company for coffee or a private lunch.
  - Lead “Walk and Talk” sessions, where people can learn from casual work conversations while getting fresh air and light exercise.
- Start an employee suggestion program to encourage innovative thinking and problem solving.
- Ask executives to “drop in” on project meetings to share a friendly hello. Follow-up with recognition for individuals they identify who are going the extra mile.
- Make sure valued field workers feel acknowledged. Send a special package from headquarters filled with thank you notes from managers, executives, co-workers and happy customers.





### GROWTH IDEA

#### DO • LEARN • GIVE

Combine skills development and charity work in an “on the clock” volunteer program.

For example, ask teams to define and deliver a product or service to help a nonprofit.

**BONUS:** This project could also lead to a new line of business.

## GIVE THE GIFT OF GROWTH

- ✓ Reward promising employees with a stretch project that builds their capabilities and boosts morale.
- ✓ Organize formal mentoring/reverse mentoring for 1-on-1 development.
- ✓ Roll out cross-training and upskilling opportunities for in-demand skills.
- ✓ Put a diverse spectrum of learning opportunities at employees’ fingertips by subscribing to popular online course sites like [LinkedIn Learning](#) or [MasterClass](#).
- ✓ Launch a scholarship or tuition reimbursement program.
- ✓ Set-up a digital knowledge-sharing community to support collaborative

learning and problem solving.

- ✓ Host a virtual lunch-and-learn speaker series, featuring a variety of experts. To make each session extra special, arrange meal delivery in advance for all registrants – onsite and offsite.

### Topic examples:

- Time management
- Hybrid work strategies
- Goal-setting
- Negotiation skills
- Stress management
- Creative thinking
- Sketch note basics
- The art of presentations
- Personal estate planning
- Professional social media tips
- Career mapping



# CELEBRATE

## EMPLOYEE WELLBEING

- Time
- Self-Care
- A Helping Hand

### CHAPTER 2





## GIVE THE GIFT OF TIME

- ✓ Fight meeting fatigue by adopting a lean meeting culture. Develop guidelines that help people choose the best way to communicate, rather than scheduling meetings by default.
- ✓ Establish standard “no meeting” time slots. Designate blackout hours on the company calendar so employees can plan deep work and maintain healthy work/life boundaries.
- ✓ Avoid stress and burnout during peak workload periods by hiring temporary workers to help.
- ✓ Surprise employees with a half-day or full day off to reset and reenergize. Share ways to focus on their wellbeing, so the time is well-spent.
- ✓ Create a “family meal night.” Send restaurant delivery vouchers or grocery certificates in advance. Encourage staff to leave work early and enjoy a special meal with loved ones.
- ✓ Sponsor a company-wide community service event. Offer employees time off to volunteer for their favorite cause, as individuals or as teams.
  - Build excitement and camaraderie with custom bandanas, hats and t-shirts.
  - Deliver lunch and encourage social media photo-sharing.
  - Afterwards, send a personal thank you note to each participant.

### BIG IDEA

Make work access faster and easier with creative, eco-friendly commuter benefits.

### EXAMPLES

Transit + Parking Subsidies •  
Van Pools • Shuttle Services •  
Ridesharing (with guaranteed transport to/from the office)





# GIVE THE GIFT OF SELF-CARE

## Mental Health and Wellness

- ✓ Help reduce job stress by live-streaming daily meditation or yoga sessions.
- ✓ Promote employee well-being by subscribing to an app like [Calm.com](#) or [Headspace](#) so staff can elevate sleep quality, mental resiliency and mood.
- ✓ Give opportunities to tap into the power of positivity:

- Distribute [gratitude journal](#) notebooks, along with advice about the benefits of developing thankfulness as a daily habit.
  - For digital natives, suggest mobile apps like [Action for Happiness](#) or [Just Thank You](#), which send friendly prompts that help fill each day with positive energy.
  - Empower employees to generously share gratitude by giving them a collection of custom thank you cards to express appreciation with peers and others.
- ✓ Hire a pop-up workplace chair massage service for a day or offer extra rejuvenation with

vouchers or gift cards for a local spa, yoga or meditation retreat.

- ✓ Send out a lavender-filled warming/cooling [neck wrap](#) or [eye pillow](#), along with a note of encouragement.
- ✓ Create a quiet room or simple outdoor labyrinth to help people step away and refresh their mindset.
- ✓ Set up a gaming area or putting green to allow some play during the day.
- ✓ Install a peace garden at your worksite. (BONUS: Planning, planting and managing this area can also be a team-building activity for landscaping lovers!)
- ✓ If you lack budget or space for a full-scale healing space, you can still combine the natural beauty of plants with gratitude by sharing [affirmation plants](#). This creative site lets you build and send a succulent of your choice, complete with a personalized thank you card.
- ✓ Support employee mental health by providing on-demand counseling through confidential call-in or drop-in services.
- ✓ Sponsor a series of speakers to share guidance on self-care topics such as personal growth, wellness, interpersonal skills and successful life practices.

## BIG IDEA

### INSPIRATION LIBRARY

Create a lounge or virtual collection of resources that staff can check out anytime.

Books • [TED Talks](#) • Videos • Podcasts • Poetry • Articles

### TOPIC IDEAS

Gratitude • Happiness • Courage • Goal-Setting • Mindfulness • Forgiveness • Financial Wellness • Self Help • Career Management • Purpose

### AUTHOR IDEAS

Brene Brown • Tony Robbins • Marie Kondo • Stephen Covey • James Clear • Wayne Dyer • Tim Ferriss • Zig Ziglar

Solicit recommendations to expand the library over time.



# GIVE THE GIFT OF SELF-CARE

## *Physical Health and Fitness*

- ✓ Encourage onsite employees to blow off steam by offering a variety of budget-friendly outdoor lawn games like frisbee, croquet and cornhole.
- ✓ Help employees protect their energy, posture and eyesight by investing in adjustable desks, ergonomic chairs, soft-light lamps and blue-light blocking glasses.
- ✓ Hire an expert consultant to advise workers on better posture habits.
- ✓ Subscribe to a variety of free on-demand digital fitness classes.
- ✓ Designate a regular “fitness hour” for shared virtual and onsite exercise. Live-stream sessions with fitness instructors so people can work out together.
- ✓ Support people who want to take physical training to the next level with a wearable fitness tracking/coaching device from [Fitbit](#), [Lintelek](#), [Moov](#), or [Whoop](#).
- ✓ Help employees improve nutrition with a digital behavioral change solution like [Noom](#) or nutrition consulting services from an online network like [Foodsmart](#).
- ✓ Commit to a comprehensive ongoing employee wellness initiative:
  - Roll-out a voluntary, company-wide fitness and mindfulness program to promote healthy lifestyles. Establish a buddy system and team challenges to foster camaraderie.
  - Periodically sweeten the pot with prizes for teams and individuals who surpass their goals and remain on-track over time. For example, our [gift certificates for fruits and vegetables](#) are a healthy treat everyone can enjoy.
  - Put together a virtual fitness challenge to win medals and bragging rights such as [The Conqueror](#) (bike, run, walk, swim) for individual or team competitions.



make  
people  
feel  
loved  
today

## GIVE A HELPING HAND

- ✓ Establish an emergency relief fund, with guidelines, so managers can easily provide temporary financial assistance to employees in need.
- ✓ Create an affirmation exchange board. Encourage staff to post supportive messages, like "You've got this," or "You are stronger than you think."
- ✓ Implement an anonymous peer-to-peer support forum, where people can post questions or concerns about life issues of any kind, and others can respond with advice.
- ✓ For employees who are overwhelmed or sick at home, offer a one-time professional housecleaning service.
- ✓ **Simplify dinner preparation.** Arrange delivery of **meal kits** to an employee's home for a special one-time treat or on a regular basis.
- ✓ Offer childcare or elder care referral services, stipends or discounts.
- ✓ Arrange office laundry pickup/delivery services, stipends or discounts.
- ✓ Bring **farm-fresh produce** to employees with **community** **supported agriculture**. Subsidize a local CSA program and make your workplace a convenient pick-up point.
- ✓ Arrange pet grooming services or discounts from local providers.
- ✓ Pay for monthly mobile car wash services onsite or offer discounts on local services.
- ✓ Empower employees to perform their own **random acts of kindness** for others by supplying them with a starter pack of **"pay it forward"** cards and ideas for using them.

### FAMILY CARE IDEA

#### "COZY COMFORT" KITS

When weather is cold and bleak, send families a bundle of warmth:

Board Games • Blanket •  
Colorful Socks • Mugs • Tea •  
Cocoa • Snacks

Include a card encouraging all  
to stay healthy together.

# CELEBRATE

## TEAMS AND ORGANIZATIONAL VALUES

- Connection
- Belonging
- Shared Joy

### CHAPTER 3





# GIVE THE GIFT OF CONNECTION

- ✓ Welcome new employees with a memorable first impression. During their first week at work, schedule coffee or lunch with a senior leader.
- ✓ Plan a field trip to tour the facilities of a supplier or client, so staff can learn more about partner businesses while strengthening team relationships.
- ✓ Give routine meetings a special identity. Send all participants a “meeting in a box kit” including:
  - A welcome message defining the mission
  - Custom notebook and pen
  - Beverage tumbler
  - Magic 8-Ball for tough decisions
  - Other fun items like a fidget spinner
- ✓ Organize casual group activities before, during or after work – walking, frisbee, lawn games, badminton, softball.
- ✓ Bring teams together over food! 60% of employees say they feel more valued and appreciated when employers provide meals. A few ideas:
  - Organize a rolling “post-pandemic potluck” across all work shifts, where everyone brings their favorite dish. Designate someone to collect the recipes and post them online.
  - Order custom cupcakes or cookies from a local bakery.
  - Salute remote workers with a party. Deliver pizza to their homes and have a Zoom gathering with games or invite offsite staff to come in for an informal hybrid hangout.

## ONBOARDING IDEA

### “HELLO” PACKS

Fill with premium swag, productivity tools and fun stuff!

Personalized Memo Pads • Outdoor Gear • Water Bottle • Laptop Ring Light • Zip Drive • Coffee Mug/Warmer • Perpetual Calendar • Newcomer Resources • Desktop Succulent Plant • Lava Lamp • Custom Lego Set • Office Toys/Games



# GIVE THE GIFT OF CONNECTION (CONT.)

- Throw an old-fashioned ice cream social with a remote work twist! Announce the event by email. Then send gThankYou! [Ice Cream Certificates](#) to those who work at home, so they can pick up their favorite ice cream flavors and toppings in advance. On the big day, shop locally or ship a [deluxe sundae party pack](#) from **Graeter's** to your office, so everyone can join the celebration.
- Coordinate a series of virtual lunches to build relationships between unfamiliar teams. Deliver meals or send food vouchers in advance.
- Cater monthly “Ask Me Anything” hybrid lunches, featuring a series of senior leaders.
- Pick a special day (such as a company anniversary) to have an outdoor BBQ picnic served by food trucks for onsite staff and restaurant delivery for those at home.
- Invest in a [virtual cafeteria for all team members](#). This can come through a home delivery service stipend, or a prepaid [meal allowance card](#) with a defined budget for breakfast, lunch or dinner.
- Host virtual cooking lessons. Hire a pro chef or ask talented employees to teach their favorite recipes, while participants follow along or just watch all the action. Two of our favorites are [Williams Sonoma](#) and [Rockoly.com](#).



## BIG IDEA

### KINDNESS CIRCLES

Set aside time in regular meetings for a “kindness round” where team members can briefly acknowledge others’ efforts.

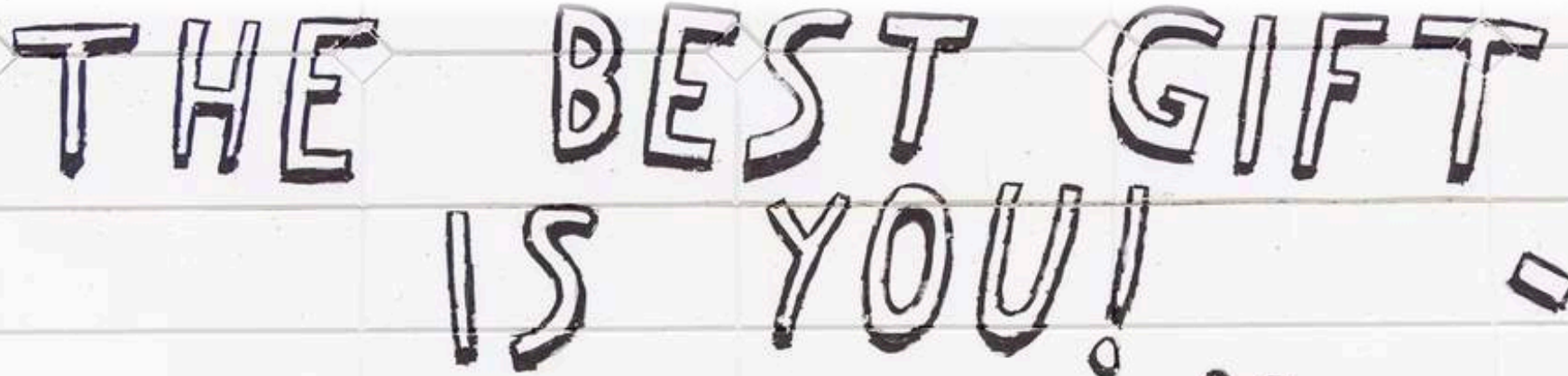
Only a few minutes at each session can lift morale and foster social bonds – especially with long-term projects and among virtual or hybrid teams.

For ideas and supplies visit [Random Acts of Kindness](#).



## GIVE THE GIFT OF BELONGING

- ✓ With so many people working at a distance, carve-out time for staff to connect and bond on a casual basis. Plan periodic events where they're free to mingle and strengthen relationships.
- ✓ Make gratitude a group affair by setting up a team recognition board onsite or online, where anyone can acknowledge others anytime:
  - Create a personalized photo profile for each team member.
  - Add more personality by listing favorite hobbies, posting snapshots with pets or assigning "superpowers" to all.
  - Extend the pride and positive energy from this board by sharing regular updates through other internal communication channels.
- ✓ Create a "peer hero" recognition program, where anyone can recommend a deserving colleague or team at any time. Each quarter, publish a "recognition roll call" to share nominee stories. Then, everyone votes for the winner of a high-value prize.
- ✓ Involve everyone in long-term organizational planning. Host a quarterly meeting where leaders discuss key issues and the road ahead. Solicit staff ideas and feedback to build trust, enthusiasm and buy-in.



THE BEST GIFT  
IS YOU!

# GIVE THE GIFT OF SHARED JOY

- ✓ To foster camaraderie, plan an online scavenger hunt or board game tournament. Build on digital versions of Monopoly or [Settlers of Catan](#), or design your own Trivial Pursuit game based on company history and employee facts.
- ✓ Host digital activities that bring people together to share common interests in real-time.
  - Watch parties for popular movies or tv shows
  - Rotisserie sports leagues
  - Live-stream cooking classes
  - Murder mystery game nights
  - Game-day spectator huddles
  - Book clubs
  - Travel planning groups
- ✓ Take your digital travel adventures up a notch by supplying virtual reality technology that engages teams in breathtaking

shared experiences. For example:

- [Climb Mount Everest](#) together
- Tour popular [Grand Canyon hiking trails](#) with the National Park Service
- Explore the world's [most famous museums](#)
- ✓ Help your team bond through engaging digital games from [specialized services like JAM](#), which offers a variety of popular options like:
  - [Escape Rooms](#)
  - [Jeopardy](#)
  - [Office Olympics](#)
  - [Reveal-of-Fortune](#)

## BIG IDEA

### VIRTUAL TEAM TRAVEL

People can really bond on virtual team-building trips!

For example, for the cost of a nice dinner you can send employees to a “Party in Paris” with a Parisian host who will lead you on a collaborative cultural excursion, complete with wine and cheese, learning challenges and even some French vocabulary exercises.

*Ooh la la!*



# GIVE THE GIFT OF SHARED JOY (CONT.)

- ✓ Want more virtual team building ideas? Endless creative options are available. Check idea lists from these sources:
  - [QuizBreaker](#)
  - [TeamBonding](#)
  - [MuseumHack](#)
- ✓ Looking for an engaging virtual event or team-building experience, but overwhelmed by all the options? Let an online concierge help you choose. For example, a guide can help you navigate the vast [collection of virtual events at reELIVATE](#).
- ✓ Tap into your staff's diverse hobbies by inviting them to teach at instructional "happy hours" during the work day. (BONUS: You can add incentives by randomly assigning teams and awarding prizes to groups that demonstrate strong collaboration.)
- ✓ As employees return to the office, encourage lighthearted competition with an onsite miniature golf championship. Use office supplies for the course and offer prizes.
- ✓ Reconnect offsite for face-to-face group activities within public health guidelines. Examples:
  - Cooking or art classes
  - Laser tag or paintball
  - [Cosmic night bowling](#)
  - Sports bars
  - [Dog parks with bars](#)
  - Evenings at [TopGolf](#)
  - Outings at a pool hall or bocce club
  - [Group volunteer events](#)
- ✓ Host a "bring your pet to work" day, or bring in adoptable pets from your local animal shelter.
- ✓ Introduce a weekly restaurant review program. Select volunteer reviewers who pick restaurant names from a hat. Then pick up the tab and publish their video or written reviews on your company intranet or newsletter.
- ✓ Surprise your team by letting everyone "play hooky" together one afternoon. Plan a BBQ or picnic, games and activities, complete with musical entertainment.
- ✓ Sponsor a mini ["Maker Faire"](#) where employees can show-off their creative side, teach their skills and sell their wares. (BONUS: Tie-in a charity donation by selling raffle tickets or staging a silent auction for their hand-crafted work.)
- ✓ Coordinate a spring-cleaning giveaway. Encourage employees to "sweep" their homes for items they can donate to charity.

# CELEBRATE

## HOLIDAYS WITH FLARE

- Fall Fun - Halloween
- Gratitude - Thanksgiving
- High Spirits - Year-End Festivities
- Cheer Throughout the Year

### CHAPTER 4





# GIVE THE GIFT OF FALL FUN

## Halloween

✓ Host an outdoor or virtual “Monster Mash” party in anticipation of fright night! Set the stage with cool invitations from a specialty source like [Paperless Post](#). Build an agenda around [spooktacular team-building ideas](#) and family friendly activities, such as:

- **Halloween Treat Taste-Testing.** Arrange a selection of candies for participants to judge while blindfolded. Keep them guessing with unexpected flavors and textures! Tally votes to determine the favorite candy and award prizes.
- **Jack-o-Lantern Carving.** Deliver a pile of pumpkins and allow employees to pick their favorite gourd. (Got remote employees? Send them carving stencils and a [grocery store voucher](#) for all the supplies. Ask them show off their artistry on a digital wide screen.) Let everyone vote for Scariest Design, Most Creative and other categories.
- **Trick-or-Treat Sack Decorating.** Using pillowcases or plastic pumpkins and basic art supplies, let kids create a custom goody bag to take home and reuse on Halloween night.
- **Great Pumpkin Bowling Game.** Stage a simple mini [pumpkin bowling tournament](#) inspired by the classic Charles M. Schulz book, [“It’s the Great Pumpkin, Charlie Brown.”](#) At one end

of a table, set-up decorated toilet paper rolls or plastic soda bottles as pins. Then take turns knocking down as many pins as possible before the pumpkin hits the floor. [Keep score](#) and post the results as part of the hilarity.

- **“Most Boo-tiful” Costume Contest.** Let everyone strut their stuff while others judge the best in multiple categories, such as Creepiest, Most Outlandish and Best Boss Look-Alike. Add to the fun with a mix of silly, scary and sweet prizes.
- ✓ If a full-scale Halloween party isn’t in the cards, try a pet costume contest that all can enjoy, online and in person. Invite staff to show-off their pet creations in a virtual conference parade for the chance to win a gift certificate to a local pet store.
- ✓ Decorate offices and shared spaces! With reusable décor and creativity, you can transform the office into frightening dens and witches’ headquarters that are sure to darken up the space – in a cool and creepy way!
- ✓ Make Halloween fun for others by volunteering at a local after-school program or senior center. Show up in costumes with lots of treats and good cheer to pass around to others in your community.



### HALLOWEEN IDEA

#### YOU’VE BEEN BOO’D!

Say “boo” and pass it on!

#### THE TREAT

Sneak into the office early and distribute Halloween grab bags filled with sweets and spooky critters, glow sticks, mini gourds and a [gift certificate for candy](#).

#### THE TRICK

Add two “You’ve been BOO’d!” rule cards that recipients can share with others, along with their own surprises.

# GIVE THE GIFT OF GRATITUDE

## Thanksgiving

- ✓ Wherever your employees are working – at the office, at home or somewhere else – take time to connect, reflect and appreciate one another. Here are several ways to make it work:
  - **Give the ultimate traditional gift: turkey!** The pandemic has created a longing for gifts of comfort and nostalgia. For more than a century, turkey gift-giving has been a popular workplace tradition. Now, [turkey gift certificates](#) make it easy to share this iconic symbol of gratitude, remotely or in-person.
  - **Volunteer together at a food pantry or host Thanksgiving at a shelter.** Bring employees together to give back to the community, offering unity, perspective and goodwill to all who participate.
  - **Pre-Holiday Potluck.** Invite everyone to bring a favorite dish to share, along with a recipe card so people can take photos and add new items to their Thanksgiving dinner menu. When the meal begins, ask leaders to kick off a roundtable discussion about what they're grateful for and why.
- **Thank You Wall.** Start a workplace Thanksgiving tradition by dedicating a window or whiteboard to a collection of heartfelt messages. Supply colorful sticky notes and Sharpie pens. Ask employees to post at least 3 messages about anything or anyone they appreciate. Soon, the wall will be filled with a rainbow of positive energy that will brighten spirits.
- **Silent Auction for Charity.** Give employees a chance to give back by leveraging fundraising strength from across your organization. Vote on a local program to support. Coordinate an online auction of goods and services contributed by individual employees. Low-cost online software solutions like [BiddingOwl](#) make it easy to manage.
- ✓ Help each other. Nominate coworkers who could benefit from assistance with fall projects. Then let individuals or teams sign up to rake leaves, clean gutters, buy groceries, deliver a home-cooked meal or decorate team members' front doors.
- ✓ Give away fall flowers or plants that staff can take home for the holidays. For remote workers, arrange delivery or pick at a nearby Home Depot or nursery.





# GIVE THE GIFT OF HIGH SPIRITS - YEAR-END FESTIVITIES

## Holiday Gatherings to Remember

With the pandemic still shaping in-person events, a virtual or hybrid party may be your best bet. To make this gathering enjoyable for all, try these tips:

- ✓ Set the tone by mailing a festive invitation with all the details:
  - Dress code (formal, informal, ugly sweater)
  - Agenda and RSVP instructions
  - Food and drink certificates from [gThankYou](#)
  - Activity materials (game boards and other accessories)
  - Party favors like a [holiday cracker](#) for each place setting
- ✓ Kick-off the meal with a virtual happy hour. Ask people to mix their own cocktails and share photos and recipes on your event forum.
- ✓ Plan activities for all ages. Ideas:
  - **Winter Wonderland Virtual Photo Booth.** Make it easy with backgrounds and a full-featured app like [Snapbar](#). Or roll out your own on your meeting platform. Post images on the event chat board. Build an album to share at the party and beyond.

- **Gingerbread Contest.** Send pre-packaged gingerbread house pieces in advance. During the party, families can build and decorate houses together. Then everyone posts photos and votes for the winner. Want guidance? Check specialists like [Gingerbread Wars](#).
- **Holiday Bingo.** Search online for [holiday Bingo boards](#) to send with invitations. Choose a coveted prize and announce it in advance, so everyone will be excited to participate.
- **Cookie Exchange.** For an in-person party, be sure to note in invitations how many cookies to bring, so everyone can swap, taste and vote for their favorites. Prepare a special display table with signage for cookie and baker names. Order decorative boxes in advance so participants have a festive way to pack-up their selections. And don't forget to post all the recipes online!

## HOLIDAY PARTY IDEA

### FOR A MEMORABLE FEAST

Provide a meal delivery credit so each family can order their favorite holiday dinner.

Or send [gift vouchers](#) for a holiday ham, turkey and all the fixings.

During the dinner hour, encourage families to "show and tell" their dishes and share recipes for homemade favorites.



# GIVE THE GIFT OF HIGH SPIRITS - YEAR-END FESTIVITIES (CONT.)

## Seasonal Gifts Employees Will Value

- ✓ If you don't host a holiday party, why not buy a special dinner for your team and their loved ones? Share restaurant gift cards, arrange food delivery or give [grocery certificates](#) for a holiday meal.
- ✓ Personalized company swag is always a holiday gift hit. But with endless possibilities, it helps to ask in advance what people prefer, and to be sure that items are high-quality for lasting value.
- ✓ Gift cards remain a perennial employee favorite – and with good reason. They're easy to buy, give and use. Plus, if you manage orders through a [gift card service](#), you'll give employees the freedom to choose a card they prefer.
- ✓ Want to treat employees to an unforgettable experience? Let them choose their own adventure! You can make their wildest dreams come true with vouchers through experiential rewards services like [Blueboard](#) or [Tinggly](#) or [Virgin Experience Gifts](#).
- ✓ More than 40% of employees say they prefer food gifts. And with costs on the rise, every extra bit helps. [Turkey or Ham certificates](#) from gThankYou! are always the perfect option. You can buy them in any amount. Plus, they're accepted at any market, so recipients can enjoy whatever they want.
- ✓ Gift bundles and baskets are always welcome. Here are several variations. Or get creative and make your own...
  - Family Favorites – Combine popular items in a festive box. Top apparel swag items, an Amazon or Visa gift card, yummy treats and games.
  - BBQ Basket – Bundle tongs, a grill cleaning brush and an instant thermometer, along with BBQ sauce, seasoning and a [ham certificate](#).
  - Home at the Movies – Include a Netflix gift card, a cozy throw, microwave popcorn and boxed theater candy like Mike & Ike or Junior Mints.
  - Winter Chill – Bundle hand warmers, hot chocolate, an insulated thermos, gloves, scarf and a knit cap.
  - Beverage Break – Include a set of thermal tumblers, chocolate covered espresso beans and a gift card for Starbucks, Peets, [DavidsTea](#) or a local coffee/tea shop.
  - Go-Getter Productivity Pack – Pack a leather logo mouse pad, antiviral laptop sleeve, journal, pen, perpetual calendar, portable charger and custom stainless steel luggage tags in a small carry-on bag.

## HOLIDAY IDEA

### GIFT CIRCLES

Tap into team spirit with a round-robin gift-giving circle.

Randomly assign groups. Then each group selects, orders and wraps gifts for others – all on the company's dime.

Set a \$5-\$10 limit, or let people get creative with handmade items.

Then ship gifts to all, along with best wishes. Or see what unfolds at a special reveal party!





# GIVE THE GIFT OF HIGH SPIRITS - YEAR-END FESTIVITIES (CONT.)

## Ideas for Sharing Community Love

- ✓ When purchasing holiday gifts, make a point of supporting local companies by choosing goods and services from regional sources and retailers. Provide employees with ideas and locations or websites.
- ✓ Replace physical gifts with a significant donation to a nonprofit organization that your employees recommend and choose.
- ✓ Empower employees to give to others by establishing a central “Pass It On” donation fund. Each year, individuals can pick a cause they want to support with their allotment from the fund. The recipient can be a formal charity, a deserving individual or a family in need.



# GIVE CHEER THROUGHOUT THE YEAR - OTHER HOLIDAYS

- ✓ Each month brings new opportunities to celebrate at work. Valentine's Day, Easter, Independence Day – the list goes on. It pays to think ahead about which holidays matter most to your organization. [Our free Day-to-Day Employee Appreciation Calendar](#) helps you plan ahead.
- ✓ No matter which holidays are on your radar, don't overlook employees who must work while others enjoy time off. Let them know they're remembered by decorating the office and sharing tasty snacks – along with an extra special "thanks" for holding down the fort.



[Download our celebration guide](#)







# CELEBRATE

## SPECIAL MOMENTS

- Professional Affirmation
- Life's Big Events
- Individual Interests

CHAPTER 5

# GIVE THE GIFT OF PROFESSIONAL AFFIRMATION

- ✓ Introduce an informal employee recognition feed on your internal social platform to encourage peer-to-peer praise, boost morale and reinforce company values.
- ✓ Launch an online kudos board and regularly encourage everyone to fill it with praise for others' efforts and achievements. In your company newsletter, highlight stories that point back to the board.
- ✓ Take peer recognition a step further by accepting nominations for cash or non-cash recognition awards from co-workers.
- ✓ If you offer a formal employee recognition program, let peers, customers and others in your ecosystem add bonus points or cash for deserving individuals or teams.
- ✓ To honor those in customer-facing roles, create a special recognition pack filled with swag and thank you notes from clients or others they serve.
- ✓ Invite customers to directly recognize workers who go above and beyond! Capture a brief story about an employee's actions. Ask customers to pick a gift from a menu you provide.
- ✓ Sponsor a virtual rewards program to spotlight remote workforce excellence. Livestream an annual awards event. Then, showcase winners in video intranet interviews, newsletter case briefs and social media shoutouts.
- ✓ Demonstrate that you care about what matters to staff. On behalf of a stellar employee, donate to an organization that is special to them.
- ✓ For art lovers, celebrate special professional moments with a framed poster or other gift from one of the creative workplace culture collections at [gapingvoid](#).
- ✓ Lighten the mood with humorous staff achievement awards! For example, Kazoo suggests "The Foodie", "The Toolbox" and others in [18 Funny Award Ideas Your Staff Will Love](#).
- ✓ Let social media be your appreciation bulletin board! Give staff shout-outs or feature their stories on your LinkedIn company page. Remember, social media sunshine is public and shareable, which spreads awareness about your company and the great work your team is doing. BONUS: It is also a great recruiting tool.

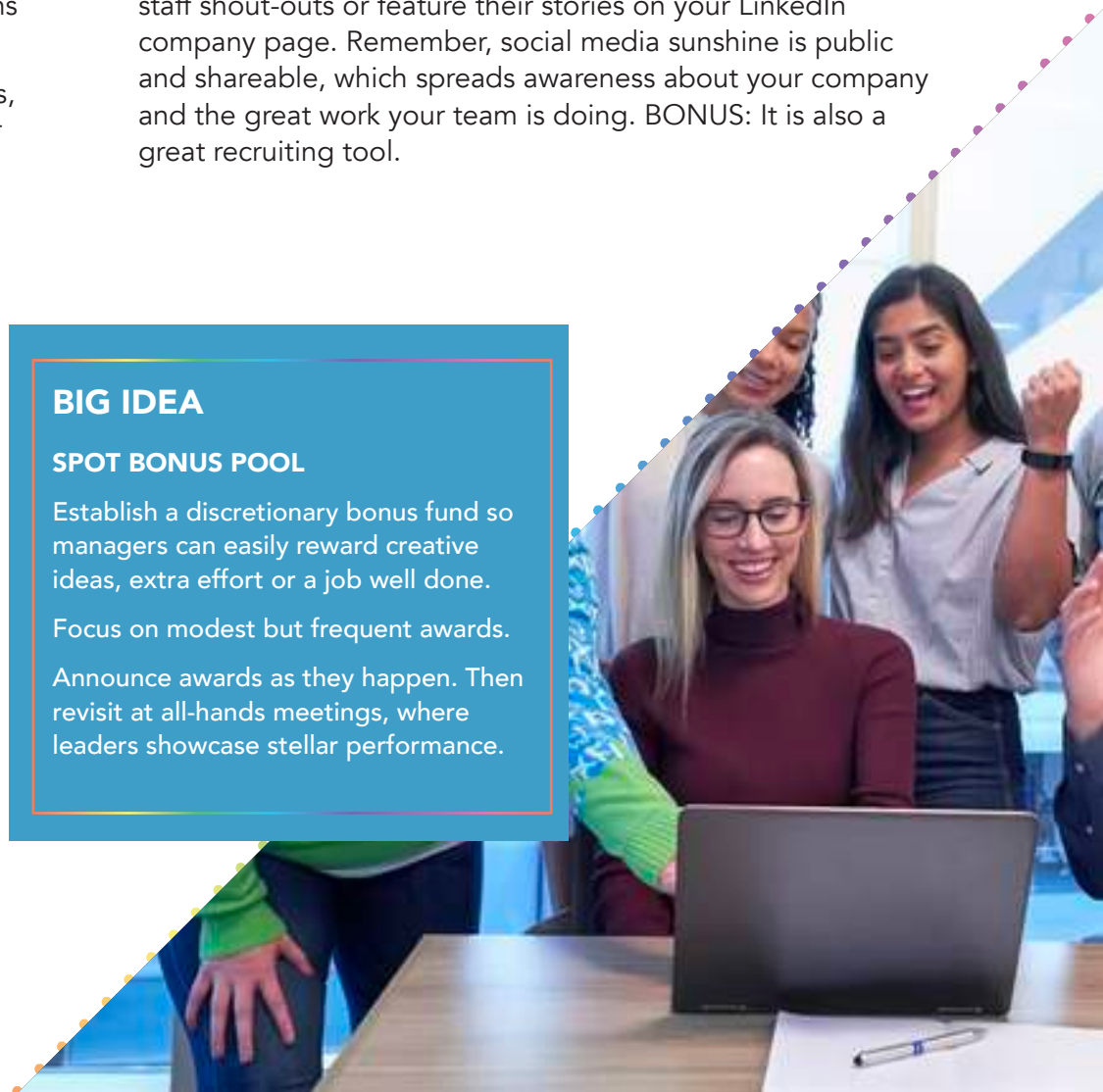
## BIG IDEA

### SPOT BONUS POOL

Establish a discretionary bonus fund so managers can easily reward creative ideas, extra effort or a job well done.

Focus on modest but frequent awards.

Announce awards as they happen. Then revisit at all-hands meetings, where leaders showcase stellar performance.





# GIVE SUPPORT FOR LIFE'S BIG EVENTS

- ✓ Mark work milestones with handwritten cards from managers. (PRO TIP: Go beyond a generic message by including a related detail or shared memory.)
- ✓ For unforgettable major work anniversaries, combine a handwritten note of thanks from your CEO with a significant gift that honors the recipient's priorities.
- ✓ Do you offer a points-based recognition program? Give a hefty boost for anniversaries and significant work accomplishments.
- ✓ For work anniversaries as well as birthdays, weddings and other life events, use an online app like [Kudoboard](#) to gather celebratory messages and videos from colleagues and others in a collaborative digital card.
- ✓ On birthdays, share a pinata loaded with goodies and personal goodwill messages from the team. Need creative assistance? Order delivery of a [miniature pinata-in-a-box](#) filled with the recipient's favorite candy and a personalized greeting.
- ✓ To celebrate an employee's college or graduate school graduation, bundle items from their alma mater, such as a mug, ball cap, t-shirt, sweatshirt or coasters. Decorate their office in the school's colors.
- ✓ Make room for a special #celebrations channel on your digital chat platform to acknowledge all good things — welcome notes for new hires and shout-outs for work anniversaries, as well as best wishes for birthdays, weddings, baby arrivals, retirements and other life moments.

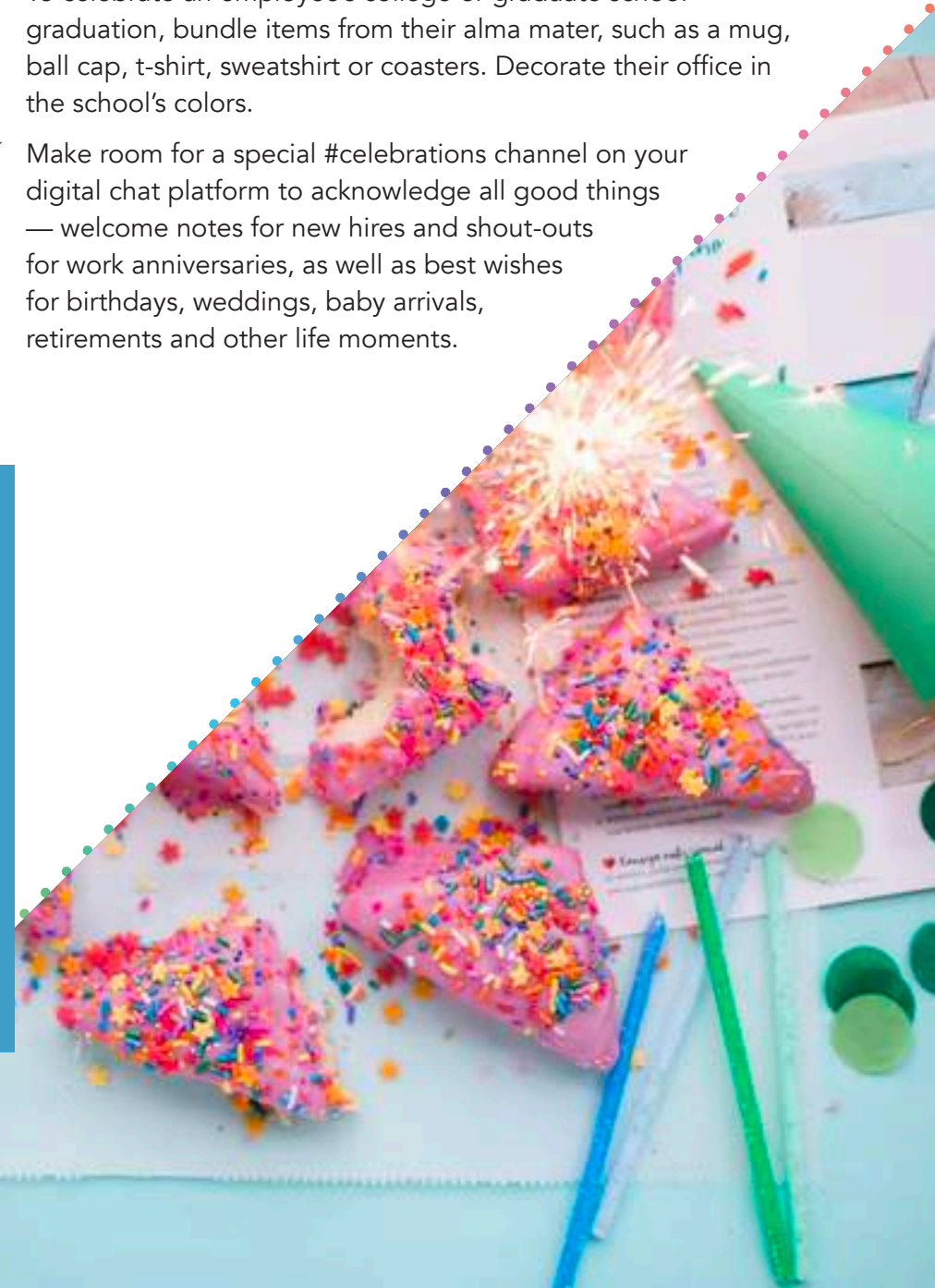
## BIG IDEA

### ONLINE RECOGNITION EVENT

Now that hybrid work is the norm, stage regular online recognition events, hosted by the head of your company.

Ask managers to discuss how staff have risen to key challenges, improved their skills or helped others inside and outside the organization.

Amplify these stories on internal blogs, podcasts, newsletters and forums, as well as on external social media channels.



# GIVE A GIFT THAT FITS INDIVIDUAL INTERESTS

- ✓ For “new normal” fun, sponsor a safe group event like a [drive-in movie night](#) at a local venue. Or [stage your own](#) grassroots version in your company's parking lot.
- ✓ As face-to-face functions return, find out what people like and celebrate with group tickets to a concert, music festival, theater, comedy club or other event.
- ✓ Give a gift the whole family will love. Underwrite a day at a local zoo, water park, amusement park, marine park, roller rink, ice rink, swim club or other family friendly venue.
- ✓ Invite everyone to a company-sponsored summer picnic or cookout at a local lake or park.
- ✓ Want to tailor gifts to specific hobbies or passions? Ask each employee what matters most to them. Keep those answers handy for future reference.
  - For cooks, share a cookbook and customized herb and spice collections from a company like [Penzy's Spices](#).
  - For pet lovers, assemble a basket of pet toys, treats, lighted night walking collar, [BarkBox subscription](#) or a coupon for mobile grooming or daycare.
  - For gardeners, bundle flower and vegetable seeds in clay pot, along with colorful gloves and a sturdy pair of pruning shears or snips.
  - For avid golfers, bundle branded golf balls, tees, towels and funds for a coaching session or a round at a local club.
  - For digital experience fanatics, give a VR headset or gaming gear and subscription funds.
- For community-minded individuals, give a donation to their favorite charity.
- For book lovers, bundle a personalized book mark, cozy socks, a personalized book stamp, a [“just one more chapter”](#) pillow and an Amazon card in a cloth book bag.
- For sports fans, share a “Game in a Box,” including tickets to an upcoming event, along with team swag or signed memorabilia.
- For DIY enthusiasts, combine a gift card to a local hardware store (Ace Hardware, Menards, Lowe's, Home Depot), with a pair of work gloves and some useful hand tools in a rugged tote.
- For makers/crafters, create a basket with a gift card to Michael's or a local craft shop, some specialty scissors, a crafting book they'll enjoy and related supplies.

## BIG IDEA

### GROUP GAME DAY

Bring employees together with a day at the game!

Buy a block of tickets to a hot local sports event.

Pass out swag and host a pregame tailgate party so everyone gets in the spirit to root for their favorite team!





# CELEBRATE

## EVEN WITH LITTLE TIME OR MONEY

- Meaningful Gifts On-the-Fly
- Simple Thanks

### CHAPTER 6





# GIVE MEANINGFUL GIFTS ON-THE-FLY

- ✓ No time? Go digital! Countless services give employees the benefit of multiple choices, so they can pick exactly what they want online:
  - Gift cards
  - Experiences
  - Takeout from high-end restaurants ([Toast](#))
  - Restaurant delivery ([Grubhub](#))
  - Pizza, ice cream, candy, produce certificates ([gThankYou](#))
  - Pick-your-own treats ([SugarWish](#))
- ✓ Offer comfort and convenience to frequent flyers with membership at a major airline lounge.
- ✓ Help ambitious employees advance their careers with membership in a top professional association.
- ✓ Support an employee's school or charity of choice by making an online donation in their name.
- ✓ Want a tasty way to make a memorable statement?
  - [Order custom fortune cookies](#) filled with your own messages of gratitude.
  - Take it over the top with personalized messages baked into [shortbread cookies](#) from Celine Zhou.
- ✓ Tight budget? Get creative! Tap into talented employees to offer special experiences for others. Ask

staff with strong skills to share their gifts with the team. For example, arrange an employee talent show, art exhibit, origami demonstration or guided meditation session. The possibilities are as endless as your team's talent and enthusiasm.

- ✓ No time or money? For a quick solution, instead of focusing on fancy gifts, put what's already at your fingertips to good use:
  - Praise people early and often on email and on your collaboration platform.
  - Submit a LinkedIn recommendation or skills endorsement for a stellar employee.
  - Gather your team together. Thank them and lead a hearty round of applause.

## PRO TIP

### GIFTS THAT KEEP ON GIVING

Buy subscriptions for information, services, entertainment and more.

### EXAMPLES

- Online music
- Books
- Videos
- Training
- Industry publications
- Personal productivity apps



# GIVE THE GIFT OF SIMPLE THANKS

- ✓ People value a handwritten thank you from a manager more than any other token of appreciation. It is free to give, yet it isn't shared as often as employees wish. You can change that. [Find out how.](#)
- ✓ Shower an employee's workspace with balloons and decorative boxes filled with notes of gratitude.
- ✓ If digital communication is more your style, produce a video thank you message by combining clips from managers, peers, customers, suppliers and others in the recipient's work sphere. Or try online tools like [Smilebox](#) or [JibJab](#) to create engaging, personalized thank you cards.

- ✓ Other simple gestures with high impact:

- Keep a secure stash of \$20 gift cards on-hand in a special box or tin: Target, Walmart, Subway, Home Depot, iTunes, Amazon, popular gas cards.

Be sure to include local restaurants, stores and services, as well. When an employee deserves a boost, bring your stash to a meeting and let them pick a card.

- Another practical choice for spot bonus gifts are [gThankYou! Gift Certificates](#). Order an assortment of \$5, \$10 or higher value vouchers for popular food gifts such as pizza, ice cream, fruits and vegetables or groceries. Keep them

handy to share anytime the moment arises.

- Ask staff to represent your company at special events – fundraisers, awards banquets, conferences. What better way to demonstrate trust and commitment?
- Treat a hardworking employee's family to a surprise meal at your expense. Arrange home delivery service or send a special note along with a restaurant gift card.
- If you enjoy baking, why not surprise people by passing around a fresh batch of your "famous" chocolate chip cookies or other classic favorites at your next team meeting?

## BIG IDEA

### THANK YOU NOTE TWIST

Thank you notes aren't the only simple gesture that resonates. Try handwritten "favor" tickets recipients can redeem anytime.

### EXAMPLES

- IOU a "go home early" day
- IOU a specialty coffee
- IOU a month of free parking

### HOW TO SHARE

- Tuck an IOU and a treat in a tiny box or plastic egg and "hide" it at an employee's workstation.
- Vote secretly each week for a person who deserves to pick from a jar of IOUs.
- Surprise your team by passing the IOU jar to everyone at a meeting.

The background of the slide features three large, bright yellow balloons with simple black smiley face drawings. They are resting on a grey, textured carpet. An orange semi-transparent rectangle is positioned on the left side of the image, containing the text and a list.

# CELEBRATE

## JUST BECAUSE

- Make Any Day Special
- Consistency

CHAPTER 7





## GIVE A GIFT THAT MAKES ANY DAY SPECIAL

- ✓ Give a compliment. It's easy. It's quick. It's free. And it's always an option. But if you want it to be meaningful, put some creativity, heart and thoughtfulness behind the moment.
- ✓ Give someone a reason to smile by sharing a box of sunshine. Many online specialty shops send treats, plants and other items bursting with good energy. For example:
  - [Appreciation Plant Cubes](#) from Baudville
  - [Sunflower plant kit](#) from Positive Promotions
  - Gift boxes from [GiveSunshine.com](#)
- ✓ Even the smallest gestures can make someone's day, if presented in a special way. For example, tie a colorful gift tag to a modest token of appreciation and leave it on an employee's desk. Or create a whimsical paper container (such as a fold-your-own printable "oven" from [Pinterest](#) or [Etsy](#)) and slip your gift inside. Where to start? Try:
  - A gourmet cupcake
  - A specialty muffin
  - A small bag, box or bar of candy
  - A fresh flower
  - A [mini succulent](#) in a tiny pot
- ✓ Other ideas:
  - Give a positive nudge with an appreciation pin from this enamel [cheer collection](#).
  - Share a lighthearted quote or affirmation on a decorative refrigerator magnet or office sign.
  - Attach this message to a roll of Lifesavers candy: "[You're a Lifesaver](#). Thanks for all you do."

### BIG IDEA

#### SURPRISE AND DELIGHT

Put random acts of kindness on your side.

Unexpected gestures lift spirits in the moment and boost motivation long afterward.

Why not keep a stash of [gThankYou! certificates](#) on-hand? Be ready to surprise staff anytime with a gift of groceries or treats.

# GIVE A GIFT THAT MAKES ANY DAY SPECIAL (CONT.)

- Write “Thanks a million” on a post-it and attach to \$1 million play money bill. Share it with a chocolate bar or a [candy gift certificate](#).
- Attach a “You’re the best!” note to a \$5 gift card to an ice cream shop.
- Print a [“Thanks a latte”](#) note and combine it with a \$5 coffee shop gift card.
- When groups work late or on weekends, order hot pizza delivery from a local pizzeria.
- Start the day on a bright note by bringing coffee and donuts or bagels for your whole team.
- Energize all employees with a delicious makeover for your breakroom pantry! Restock the shelves with a variety of healthy snacks and special treats that appeal to every taste.
- After your team completes a long, intense project, send their partners concert tickets or a gift certificate for dinner at a popular local restaurant.
- Whenever you want to make an impression, send a handwritten thank you card. We’ve said it elsewhere, but it bears repeating. Technology has improved our lives and work in many ways. But nothing compares with handwritten communication. Take the time to write something specific and special. For more ideas, check our [free how-to guide](#).
- Shower an employee with appreciative messages! Did someone go above and beyond for the team or resolve a tough customer challenge? Gather an eye-popping collection a little paper thank you notes and scatter them all over the recipient’s desk.







## HOW WILL YOU CELEBRATE?

If you've read even a portion of this list, your head is probably bursting with ways to celebrate employees. Now it's time to choose.

**What gift will you give today and year-round?**

## GIVE THE GIFT OF CONSISTENCY

Whatever you do, remember to express appreciation regularly. Why? Research shows that even a quick, verbal "thank you" once a week is more powerful than expensive gifts. And for many successful organizations, a practice of feedback and recognition has been the first critical step in building a game-changing culture of gratitude.



## About gThankYou!® Certificates of Gratitude™

At **gThankYou**, we believe celebrating employees and customers is good business. That's why we provide company leaders with a variety of easy, meaningful, and affordable **food gift certificates** to recognize and reward employees, customers and clients, holiday time or anytime.

**gThankYou! Turkey Gift Certificates** and **Turkey Or Ham Gift Certificates** are two of America's favorite employee gifts for the holidays and can be redeemed for any brand (Turkey or Turkey Or Ham), any preparation, at virtually any grocery store in the U.S.

All gThankYou Certificates of Gratitude come with **free custom Enclosure Cards**, which include your choice of design, your message, and your company logo (if you wish). Check out our **Thanksgiving** and **Winter Holiday** design catalogs — we have dozens of designs from which to select. And nearly all orders ship the day they are received.



## To learn more about gThankYou! Certificates of Gratitude:

- Visit our website — **Home Page**
- See all our **Gift Certificate Choices**
- Watch our **'About Us' Video**
- See what our customers say in our **Case Studies**
- Look at our **FAQ**
- See our collection of **FREE customizable 'thank you' cards**
- Follow **"Celebrating Work" — our company blog**
- View our selection of **FREE resources and eBooks**
- Find us online on **Facebook, Twitter, Instagram, LinkedIn** and **Pinterest**
- Reach us at **888-484-1658** or via **info@gthankyou.com**

gThankYou, LLC is located in Madison, Wisconsin

Contact: gThankYou Customer Service

**info@gThankYou.com**

Call toll-free at **888-484-1658**

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