

## **Staff Appreciation**

Staff members are a vital part of a growing business. As an employer, it is important to let staff know that they are essential to you and your business. One way of doing this is through staff appreciation. The question is -- how do we appreciate people effectively? How would your staff like to be appreciated? As a business owner, you will have to determine what would work effectively in your situation.

You certainly want your staff to know when they do something well because you want them to repeat that action. When you notice someone doing something well take the time to tell them. If you need help at finding ways to do that, check *The One Minute Manager* book out from your public library and let it guide you.

Plan in times to celebrate significant accomplishments whether they are individual or business focused. If your Centre runs at capacity for 3 months that might be a cause to celebrate – certainly not having anyone leave for a year would be. Your staff needs to know how their actions contribute to the success of the business.

A reward or celebration needs to be specific, it's not about developing a routine, it's about letting others know that you appreciate what they do. You can do that in simple ways that can be very effective. If you have a bulletin board you can have special medals or attaboys that get posted for specific events. You can provide a cake or pizza for celebration get togethers.

Appreciation must be genuine and freely given with no other commitment attached to it. When trying to decide what would be a nice token of appreciation, knowing what your staff likes will help tremendously. These tokens can range in monetary value from free to "the sky is the limit".

In a recent labour study, one of the main reasons staff said they left their job was that they did not feel appreciated. According to a Gallup poll, 65 percent of workers say they didn't receive a single word of praise or recognition in the past year. When you make valuing staff a priority, your business has a much better chance to succeed.

You and your staff encourage the children – turn the tables and create opportunities to encourage your staff. It is contagious.