

10 Ways to Show Appreciation in a Hybrid Team

Whether your team is working 100% remotely, in person, or a combination of the two, recognition and appreciation should still be a core piece of how you lead your team.



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Thankful Thursdays

Pick a day of the week to dedicate to being thankful. Ask the team to share one thing or person they are grateful for - anything that truly made their week. Not only will this spark some positivity, but you also get a glimpse into each person's world.



Team Nominations

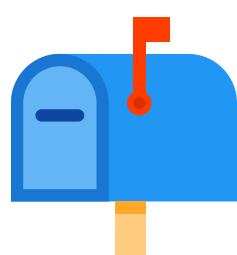
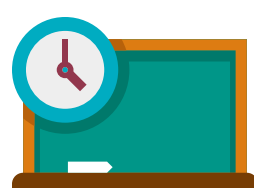
Nominate team members for an employee highlight of the week (or month). Share a story about what that employee did to go above and beyond. If you have a social media page or website, you can highlight the story on there also (with the consent of the employee).

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Professional Development

If growing their career is something your employee is interested in, what better way to reward and recognize them than to provide a professional development opportunity! This could include anything from attending a conference to stretch opportunities or first dibs on an upcoming project.



Send Snail Mail

Ask for employee home addresses to send snail mail and other fun surprises! Try printing this [Teamwork Card](#) and customize your message before mailing or mailing a certificate of achievement from our [Appreciation Toolbox](#).

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Utilize Virtual Technology

Create a virtual bulletin board (in Microsoft Teams or any platform of your choice) to show funny images, comments, GIFS, or really anything that can take 5 minutes for a breather and brighten someone's day.



E-gift Cards

Just because you're not in person doesn't mean you all can't enjoy coffee breaks together. Many companies offer electronic gift-cards that you can send straight to a person's inbox to enjoy. Starbucks anyone?

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Celebrate as a Team

Make it a priority to incorporate some fun into your schedules! Plan a virtual themed party, dedicate 5 minutes of the start of your meeting to discuss non-work related updates, or plan a virtual [team building](#) exercise. Work is important, but so is keeping a healthy team dynamic.



Source: <https://metashow.me/blog>



Track Team Wins (and Take Action)

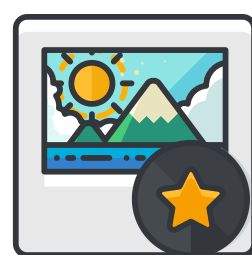
Keep track of things like meeting a deadline ahead of schedule, under budget, or above expectations. Have there been any major obstacles the team has powered through recently? Keep track of those items and remember to recognize those "wins" in a timely manner.

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Be Specific and Consistent

Rather than a generic "thank you", give specific examples to let individuals know their efforts are valued. Just remember to be CONSISTENT! Consistent in frequency and consistent in the perceived value of your recognition (avoid anything that can be deemed as favoritism).



Understand Appreciation Languages

Maybe an employee prefers words of affirmation from a job well done, while another person may enjoy quality time or a small token of gratitude. Check out [this blog](#) that lists some great ideas for any appreciation language.

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