



EMPLOYEE ENGAGEMENT IDEAS

FREE GUIDE TO PROVIDING LOW COST ENGAGEMENT PROGRAMS

Courtesy of EarlyHR Solutions
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Here's an Idea!	Cost?	What's This All About?	Where to Go?
Adopt a Child	Depends on number of children sponsored	It is always a great time to promote teamwork through giving. Employees can donate through a wish list created on www.amazon.com , or www.target.com .	Check your local charitable organizations.
Alice's Table Virtual Party	Floral- \$65 person Wreath- \$75 person Charcuterie- \$125 person	Virtual Wreath, Floral Arrangement, Succulent Planter, Charcuterie Classes (could offer employees a choice depending on number of employees at the company. Minimum per group is 15 people). Keep in mind, if you do charcuterie, you need another option for those who follow a vegan diet.	https://alicestable.com/corporate-events
Animal Gift Day (The Heifer Project)	Choose your range, various animals available.	Create a sign-up genius for employees to choose an animal that the company will sponsor. For example- a Sheep is \$120, Alpaca \$150, Flock of Chicks \$20, Goat \$120. Depending on company budget, could do "shares" of animals. (i.e.) 20 employees, budget \$50 per employee (total budget \$1000). Announce at the end of the day that on behalf of the employees, the Company will be purchasing (for example) 2 sheep, 2 Alpaca, 2 goats, and 6 flock of chicks.	The Heifer Project is on a mission to end hunger and poverty in a sustainable way by supporting and investing alongside local farmers and their communities. https://www.heifer.org/gift-catalog/animals/index.html https://www.signupgenius.com/

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Binge-watchers Bingo	Nothing!	Distribute the Binge-watchers Bingo Sheet on a Friday to anyone who is a Netflix fan. Give prizes to anyone who gets "Bingo". Could use as talking point for a team meeting- who is watching what?	www.earlyhrsolutions.com/resources to download PDF
Call a friend or loved one far away day	Nothing!	Human and social connections are critical for mental and physical health. But in our text reliant society, rarely do we pick up the phone and really talk to someone we miss or love. Encourage everyone to stop texting and place a phone call to a friend or a loved one far away. Encourage discussion around the outcomes from that exercise.	Yourself!
Daily Pet Share	Minimal prizes	Encourage team members to submit photos of their pets. Take a week (or two) and send out pet photos in your intranet or communication channel. Can always do a contest for cutest pet.	www.earlyhrsolutions.com/resources to download PDF
Five Things I am Thankful For	Nothing!	Employees can share five things that they are thankful for. Results can be shared on your company intranet or social media channel (i.e.- Slack, Teams, Hangouts).	www.earlyhrsolutions.com/resources to download PDF

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Have a Drink on Us Day	\$5 or \$10 per person	Starbucks e-gift cards, can be sent to employee's email address	www.starbucks.com
Hobby Bingo	Nothing!	Distribute fun quiz to employees to learn more about each other. Share results. Use as a springboard for discussions- or encourage a follow up for individuals to share photos of their hobby on the company intranet or social communication channel (i.e.- someone who likes to garden can share photos of their garden).	www.earlyhrsolutions.com/resources to download PDF
Dessert Cooking Show or Appetizer Show	Nothing! Unless contestants are given a budget for their creations, or if you send employees treats.	Do you have employees who loves to bake or cook? They could host a "show" to demonstrate how to make an easy recipe, or compete for desserts, similar to contests on the Food Network. Other option? Stream an episode of the Cake Wars on the Food Network and send every employee treats to their home to eat while they watch.	www.foodnetwork.com
Pet Contest	Minimal prizes	Host a pet photo contest with various categories for pets to win.	www.earlyhrsolutions.com/resources to download PDF

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Kahoot Trivia Game	Range \$10-\$40 per month for admin. subscription	Kahoot has sample games and sample questions, or it is fully customizable! Themes are especially fun! Sports and Entertainment, Geography and Travel, or Current Events.	https://kahoot.com/business/pricing/ (7-day free trial) or they have a <u>\$250 per event charge for up to 100 attendees</u>
Mad About Plaid Day	Nothing!	Encourage everyone to wear something plaid to work on a day when there is a virtual team meeting. Can have fun prizes: Plaid Spirit Award, Dapper-Dress Award. Old Navy and Etsy sell plaid face masks which could be a company giveaway for this event.	www.earlyhrsolutions.com/resources to download PDF
Make Your Own Ice Cream	Minimal prizes	Distribute fun quiz to employees. Once you collect the entries, announce that you will be giving some fun awards like "strangest topping choice" (ie if someone picks cereal), "most toppings", or "chocoholic award" for the most toppings with chocolate.	www.earlyhrsolutions.com/resources to download PDF
My Dream Birthday	Nothing!	Distribute the My Dream Birthday Quiz and ask for responses. Post answers or use as a discussion-team event where folks can match the answer to the individual. Better yet- integrate some of the ideas on each individual's birthday.	www.earlyhrsolutions.com/resources to download PDF

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Put your phone away and daydream, dance, or walk for ½ hour.	Nothing!	Encourage everyone to put their phones and laptops away for ½ hour at work or during the evening at home and be fully present. Encourage discussion around the outcomes from that exercise.	Yourself!
Random Acts of Kindness Day	Nothing!	Encourage team members to perform random acts of kindness throughout their day or week. Keep a running list of the acts that were performed that all can see (anonymous is fine). A twist? The company could give each employee a certain dollar amount to use towards their random act of kindness (even a small amount like \$10-20 could be fun).	www.Randomactsofkindness.org Website offers ideas to create a kinder work culture with individual and team-based activities. Kindness in the Workplace posters, Kindness Award Certificates, and "Tag You're It!" cards that can be used for some additional office fun.
Scattegories	Nothing!	Use a free game generator and send each person a link to the game. It is a fun and easy word game with simple rules.	www.Scattergoriesonline.net
Small Things I Super Miss	Nothing!	Employees can share with they miss during the pandemic. Results can be shared on your company intranet or social communication channel (i.e.- Slack, Teams, Hangouts).	www.earlyhrsolutions.com/resources to download PDF

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Timed Word Search Contest	Nothing	Use a free word search generator. Pick a word search and instruct everyone what word search to use, and when to start. Participants highlight each word as they are found. A little bell goes off and the word gets crossed off the list as the word is found. You can easily find your winners because you get a "Well Done" attaboy and a message that stages how many seconds it took to complete the puzzle. Have those who claim to be winners take screen shots and send them to the organizer to track winners.	https://thewordsearch.com/
Virtual Bingo	Minimal prizes	You can play traditionally with a "caller" or use a website called My Free Bingo Cards. Don't forget some inexpensive prizes!	www.Myfreebingocards.com
Virtual Pictionary	Nothing!	Use the "Random Word Generator" online to play Pictionary virtually! Ideal group is 4 but there is really no limit to how many people can play.	www.Randomwordgenerator.com