



*Valentine's Day
is a great day*

**to show the
love with
employee
engagement**

early **HR**
solutions

Valentine's Day Themed Engagement Ideas

SHARE THE LOVE with the community—There is no better way to help teams feel connected than to host and participate in a giving project. Because in-person serving is complicated now, there are some great on-line resources. Let employees pick from a few choices which charity they would like to support.....for offering their feedback, individuals who respond get their name put into a drawing to win a small prize. The Company could kick off the giving with a donation, and invite individuals to participate. There are campaigns that have opportunities for people to give, even at very small levels, particularly for those who have been financially impacted by the pandemic. Places to look for ideas? Local food banks (ie- in Central Texas, the food bank offers on-line campaigns. centraltexasfoodbank.org/get-involved/become-fundraiser). Amazon-Smiles lists charities by geography and some have "urgent needs" listed (ie. some Humane Society locations have urgent needs). Purchase on-line and delivered directly to the charity.

THINGS YOU LOVE ACTIVITY—Use Survey Monkey (or another survey-based system) to ask a variety of questions around things people "love". Categories could be icecream, movie genre, tv show genre, book genre, music genre, season, sport, game, holiday, travel destination, etc. If you use multiple choice answers with a "none of the above" answer, you can count up the answers and then send out another survey asking the team to guess the most votes. To make it even more fun? Use Kahoot so members can play simultaneously and guess the answers for the most votes, and the team can see "live" who is in the lead, and who ultimately wins. Small prizes can be given out for winners (first place, second place), etc. If you've never used Survey Monkey or Kahoot, we can help get you started.

CARE PACKAGES—If you have enough lead time, care packages can be a great way to lift someone's spirit. A few sites to check out: Cheryl's.com, Colletteys.com (heartwarming story to go along with these tasty cookies), or for a non-food gift, how about sending everyone a game (like Yahtzee) and schedule a zoom-Yahtzee (or Bingo, Pictionary etc.) challenge with fun prizes?

SUPER EASY, NO MAJOR ADVANCED PLANNING NEEDED!—Use your slack, teams, or chat messaging system to invite "good news" to be shared OR "random acts of kindness". Ideally, give folks one week's advance notice so they can plan an act of kindness for someone else. When organizing, be specific on a date and time window for sharing. Participants get their name put into a drawing for a small prize.

WAITED TO THE LAST MINUTE? QUICK, EASY, INEXPENSIVE—Starbucks e-cards are quick, easy, inexpensive, and are great because they have themed cards with an option to add a personalized message. <https://www.starbucks.com/gift/873070047>

