

THINK OUTSIDE OF THE BOX

Strategies for uplifting your workforce

Cultivating a culture of caring can be the most important thing you do to support your staff. While some may or may not choose to participate in any of the below activities, providing opportunities will promote a space of caring, support and encouragement.

- Tote a wagon through the office and pass out healthy treats
- Host a pizza party
- Raffle off a gift card to a local business
- Make team t-shirts with an inspirational quote your team can rally around, “we’re all in this together!”
- Schedule virtual coffee breaks for informal catch up time with staff working remotely
- Organize a well-being challenge and send daily prompts via email
- Turn up the music for a 5-minute dance party
- Pick an employee of the week and do a fun, short write up about why they are appreciated. Share with rest of your organization.
- Host a silly awards banquet (virtually if you have lots of staff) and pass out funny certificates (e.g. “The first, and we hope, only COVID awards”)
- Give your staff access to something like Headspace, a mindfulness and mediation app, that makes it easy for people to get a few minutes of mediation in a day. A free option is [insighttimer.com](https://www.insighttimer.com)
- Provide daily briefing or updates to your staff on new COVID-19 information and resources
- Host optional town halls, or Q&A sessions that allow your staff to ask questions. You can do this virtually if it’s not safe to do so in-person
- Ask staff to pair up and encourage the use of the “buddy” support system. Encourage pairs to schedule regular time to check in and participate in short self-care activities.
- Set up a system where staff can send each other e-gratitude cards
- Purchase side-walk chalk and/or window paint and encourage staff to write messages of hope and gratitude
- Post throughout the office space and frequently share Employee Assistance Program materials and other supports available
- Engage staff in random acts of kindness
- Encourage giving virtual high-fives for staff to celebrate successes, both large and small
- Organize fresh fruit bowls at the workplace
- Encourage walk and talk meetings
- Launch fun virtual photo sharing (e.g. everyone bring their baby picture and all try to guess who is who)
- Encourage mask breaks as needed throughout the day
- Provide time and space to discuss and problem solve safety concerns
- Talk to your staff about how they would like to be supported