

Non-Monetary Rewards

Employees want to be valued for their work, time, and effort. In one client employee satisfaction survey, 55% percent of the respondents said that praise and attention from their supervisor would make them feel cared for and valued in the workplace. We encourage managers to recognize employee contributions, commitment and achievements during this unprecedented performance year. The following list includes non-monetary and low-cost rewards that can be used to support remote teams.

Recognition and Praise

- Personalized thank you note or email praising an employee's role and impact on a project or work activity and contributions to team efforts.
- Encourage peer to peer recognition and ask staff to recognize their colleagues.
- Design an innovative thank you card using digital boards or eCards (ex: [Kudoboard](#)).
- Send an email cc'ing in business leaders with congratulations on a job well done or mentioning their successes during monthly meetings.
- Use Google Docs or Word Cloud platform and ask colleagues to write something positive about the employee and give the employee the collected sayings online or in a frame.

Growth or Learning Opportunities

- Increase responsibility
- High profile project
- Attending job-related conferences/seminar
- Mentoring another staff member
- Stretch opportunities (e.g., serving as the lead for a project or activity)
- Knowledge sharing - invite employees to share key tools or ideas gained in a virtual workshop or conference they attend
- Team book club - read a book or industry journal and debrief key learnings
- Ambassador assignment - Invite employees to represent their department at a meeting they typically would not attend. Have them report back to their team.

Low-Cost Rewards

- Personalized gift card
- Columbia University swag
- Virtual team breakfast or lunch
- Hold a conference party to celebrate a colleague's milestone (e.g., birthday, project success, work anniversary, etc.)
- Give employees a "branded" treat expressing appreciation, such as Life Savers, Kudos bars, Million Dollar bars, etc.