



## 25 Ways to Motivate Employees Without Breaking the Bank

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People don't come to work just for a paycheck. That may be what gets them in the door in the short term, but that's certainly not what motivates them to stay and perform over the long term. In fact, a study conducted by Watson Wyatt Worldwide indicated that only 15 percent of employees cited expectation of financial reward as a very significant motivation for performance.

How can you motivate employees or colleagues to get the job done? In a recent leadership workshop I conducted, I asked participants to come up with 25 non-monetary rewards and motivators. Here they are.

1. Say thank you
2. Give credit for ideas and work
3. Public recognition – atta girl/ atta boy
4. Celebration cake
5. Written thank you note
6. Casual day or jean's day
7. Recognition in company newsletter
8. Balloons or banner at desk
9. Recognition pin
10. Time-off for volunteer or other activity
11. Mascot award that gets passed around
12. Employee of the month parking spot
13. Five dollar food or coffee gift card
14. Time off – from a few hours to a full day
15. Hall of Fame with employee photo
16. Special plaque or award honoring achievement
17. Lunch with the department head or CEO
18. Logo items – shirt, travel mug, other
19. Send flowers or a plant
20. Gift certificates (movie, dinner, spa)
21. Bring coffee, lunch or dessert for a week
22. Contribution to favorite charity or child's school
23. Personal concierge to pick up dry cleaning, wash car, other
24. Funds to attend a special conference or training event
25. Special, high profile assignment

The workshop participants actually came up with well over twenty five ideas once they got going because they were so energized with this exercise. No wonder Mary Kay Ash, founder of Mary Kay Cosmetics, once said, "There are two things people want more than sex or money... recognition and praise." Remember, the latter is well within our control no matter what our role in the company. Who will you recognize or praise today?

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