

## **Shoestring Morale Exercises**

Schedule a monthly small 30-minute holiday event or an "unwinder" snack break that serves a dual purpose of de-stressing and gathering employees for a brief meeting. The event does not have to require a big budget. For example, set up a quick golf mini-golf game and keep tabs on winners for the next get-together or have *themed* Fridays. Think of events and themes that are fitting to your team and its personalities.

Roll at least one of the morale improvement methods from the article into the event. For example, use the occasion to present awards of recognition, to publicly thank (or encourage) particular employees, or to hand out simple, low-cost awards such as a gift certificate to a restaurant.

Doing these kinds of activities will go a long way to easing tension and improving morale. They will also give employees an opportunity to earn recognition — another important strategy to keeping employees happy and loyal to the company.