

## **Staff Appreciation Activities**

### **Affirmative Fold-Ups**

1. Ask the group to comfortably sit in a circle.
2. Give each participant a sheet of paper, and ask him/her to write his/her name on the top of the paper.
3. Place all of the papers in the center of the circle.
4. Have each participant draw a sheet from the center (not their own), and ask him/her to write one positive word (or a sentence) about that person at the bottom of the sheet.
5. Participants should then fold the paper up to cover up the word and place the sheet back in the center and repeat on another sheet.
6. Participants will continue to select others' sheets from the circle to write affirming words until the name is the only thing showing on the paper.
7. The facilitator can then distribute the papers to their owners or better yet, have each person read the name and attributes of one of their colleagues out loud.

### **You Rock**

1. Ask the group to sit comfortably in a circle.
2. Place a bag/bowl of rocks or pebbles in the center of the circle.
3. Tell participants that this is an exercise in which they will be honoring/showing gratitude towards each other.
4. Tell participants that they will select a rock from the center of the circle, and then they will honor or show gratitude to the person to his/her left by telling that person one way in which he or she "rocks." This could include an attribute or characteristic that this person commonly displays, a positive practice that he/she employs or a way in which person has helped or inspired others or the community of practice. After explaining why the person to his/her left "rocks," participants should give the actual rock to the person that is being honored.
5. After all participants have honored the person to his/her left, allot some time for participants to select rocks from the center of the circle and honor persons of their choosing.

### **Pat on the Back**

1. Punch holes on the top two corners of sheets of 8.5x11 pieces of paper/cardstock and hang the pieces of paper, like a necklace, from string or yarn. Ask participants to place the strings over their necks such that the paper hangs in the middle of their backs.
2. Explain that this is an exercise to honor and show gratitude towards one another. Using water-based markers, ask participants to mill around the room, writing positive, supportive statements on the backs of as many people as possible in 15 minutes. Emphasize that only nice comments are being requested.
3. Ask participants to conserve space by writing small (but legibly).

4. After 10-15 minutes, participants should read their sheets independently.
5. Ask if anyone would like to share what was written on his/her sheets. Give several participants the opportunity to volunteer.
6. Ask participants their feelings about doing this exercise.

## **High 5s**

1. Cut out a “High 5” by tracing your hand or having participants cut and trace their own hands. You can do this on color paper or your favorite scrapbooking paper.
2. Write the name of the person you’re giving the “High 5” to somewhere on the hand.
3. Write specific feedback on the “High 5” as to why the person is receiving this form of appreciation.
4. Share the “High 5” with the recipient. Consider sharing this at a staff meeting so that others can see the great work being accomplished.

## **Written Affirmation**

1. Collect small picture frames for each of the employees at your office. Inexpensive frames can be found at local thrift, dollar and retail stores.
2. Print the name of the employee on scrapbooking paper.
3. Place the scrapbooking paper behind the glass in the picture frame.
4. Have employees leave their frame on the outside of their space at the office with a dry erase marker.
5. Use the dry erase markers to write down words of encouragement or appreciation.