



Your Guide to Celebrating Employee Appreciation Day



Employee Appreciation Day is right around the corner, which means it's the perfect time to thank employees for their hard work and contributions to your shared success. It's a great opportunity to not only remind them how valued they are, but also to encourage them to spread the power of gratitude by thanking, recognizing, and congratulating one another.

“Gratitude is the key to happiness in the workplace and everywhere else.”

DR. ROBERT EMMONS
Professor at UC Davis

This message is particularly important in today's workplace as employees are tired of feeling overworked and underappreciated – and they're searching for more. **So, if you want to create an impact at your company on Employee Appreciation Day, now is the time to start planning.**

Here's a quick primer on everything you need to know about Employee Appreciation Day, along with a few ideas for making it meaningful in your organization.

What is Employee Appreciation Day?

Employee Appreciation Day is an official holiday created for companies to thank their employees for their hard work and effort throughout the year. It started as a way to strengthen the bond between employers and employees and to remind leaders about the importance of showing employees they are valued.

When is Employee Appreciation Day?

While we believe every day should be Employee Appreciation Day, the holiday is observed annually on the first Friday in March.

How do companies celebrate Employee Appreciation Day?

Companies can celebrate the holiday in a variety of ways, big and small, that are usually focused on making employees feel special and rewarded. This might include:

- Meaningful words of gratitude from leaders
- Signage and decorations
- An extra day of PTO
- Hosting a party or other activities for workers
- Games and contests
- **Monetary rewards and recognition**



Why celebrate Employee Appreciation Day with monetary rewards and recognition?

It's a win-win! Employees who get recognized by a manager a few times a month are **3x** as likely to be engaged than those who don't. AND they are **5x** as likely to strongly agree they can grow at their organization.

5 ways to make your Employee Appreciation Day special

This annual holiday is the perfect opportunity to thank employees for making your company successful. Here are five ideas to try this year.

- 1. Employee appreciation comes in all shapes and sizes, so if you aren't sure where to start, ask!**

When employees are given a chance to share their ideas and preferences on what is important to them, they are more likely to feel engaged and appreciated – on the holiday and every day of the year.

- 2. Engage (and remind) your managers.**

Make sure your managers know Employee Appreciation Day is coming so they can plan for the day in advance! Send an email out a few weeks beforehand along with reminders the week and day before. Encourage managers to get together and brainstorm ways to express gratitude to their people. And don't forget to recognize managers who extend this kind of support to their employees all year.

- 3. Lead by example.**

Words of encouragement matter. Consider celebrating Employee Appreciation Day with emails from the CEO or CHRO expressing gratitude for their employees. Most importantly, remember to thank all of your employees, including remote workers, support staff, and offline workers. No one wants to feel left out on a day made for them.

- 4. Recognize a team, a department – or your entire company.**

Recognizing employees as a group can increase their feelings of belonging and remind them that they are part of something bigger. The recognition might come from the CEO, a department head, or team lead – an authentic message of gratitude will help employees to believe that their contribution is truly valued.

- 5. Set up a video or live event.**

Give your leaders the opportunity to speak directly to all employees – whether they are on-site, hybrid, or remote workers – and share how much their work has impacted the business. Hearing a “thank you” from leaders makes employees feel seen and appreciated.

Of course, one of the best ways to show appreciation for your employees is by starting the journey toward a truly human workplace – a place where employees answer the need to be recognized, developed, and celebrated in a true peer-to-peer fashion. And you can make it happen with Workhuman Cloud®.

Because without the human, it's just work.

Happy Employee Appreciation Day!



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