



You didn't think I was done giving presents yet, did you?  
Here are 35 more ideas to kick up the engagement on your team.  
I've got you! You're going to slay this.

## **12 More Ways To Motivate Remotely**

1. Increased communication
2. Flexible hours of communication
3. Amplify appreciation & shout outs
4. Provide more positive feedback
5. Say thank you more often
6. Give your employees more reasons and explanations: mission equals motivation
7. Set working parameters for them to protect from burnout
8. Survey the team to gauge morale (google forms)
9. Manage your own tendency to micromanage
10. Carve out dedicated time to chats and check-ins.
11. Give surprising rewards (Coffee mugs, coffee goodies , box of unhealthy munchies Edible arrangements)
12. End your virtual meetings 5-10 minutes early and tell people to relax before returning to work. (Food, drink, play a game of solitaire, enjoy 5-10 minutes of sunshine)

## **15 Experiential Events & Meeting Ideas**

1. Arts & crafts
2. A social hour with a theme (trivia night, costume themes, cooking competition, arts and crafts)
3. Virtual museum tours
4. Mixology competition
5. Online games (card games, board games, puzzles, etc.)
6. DIY project
7. Scavenger hunt
8. Competitions
9. Speed competition: most random thing you have in your house
10. Most ridiculous outfits (Tiger King, handmade, etc.)
11. Dress like a favorite TV or movie character
12. Cooking/baking/eating
13. Talent show
14. Trivia
15. Pet social hour where all pets can Zoom with each other and their owners

## **Weekly Team Lunches**

Use topics or questions to lead the conversation:

- Travel
- Food
- Inspiration
- One new thing you've learned this week
- Plant/gardening tips
- Superpowers
- Best movies of all time
- A skill you wish you had/want to learn
- "Never have I ever..."

## **Monthly Show and Tell**

- Interests
- Hobbies
- Talents
- Passions

### Quarterly Ask Me Anything (AMA) meeting

- Have management or another leader participate and be the focus of the AMA

### End of the month Well-Being Group Check In

- create a 30 minute check in for everyone to bond/vent/decompress/dump, without judgment or retribution. People need to be heard and supported and often they just need to be able to talk about it.

### Monthly Birthday Celebrations

- small gifts delivered
- Cards
- Video from team
- flowers delivered to the doorstep from someone's garden in a mason jar with a bow

