

# Ways to Show Appreciation for Healthcare Employees



Today more than ever appreciating our healthcare employees is so essential! As the days grow shorter and we get ready to celebrate Thanksgiving, a favorite holiday, let's discuss a few ways healthcare employers can show appreciation for employees (no turkey necessary).

With everyone under so much pressure in a fast-paced healthcare environment (ah-hem, COVID-19), showing a little appreciation for your employees can go a long way and help ease some of the stress. The following are a few ideas to help you thank your employees and make them feel appreciated.

## **A Simple "Thank You"**

Positivity goes a long way in the workplace, and it can be as simple as saying "thank you" to your team at the end of each day. While it may seem like a small gesture, it can truly make a difference if it's truly sincere. It's not secret that Millennials want constant feedback, so what better way than to tell them what a great job they're performing after a day with a sincere "thank you?" Consider speaking with your managers and supervisors to start implementing this practice with their teams.

## A Culture of Appreciation

One way to ensure employees feel appreciated year round is to make appreciation part of your organization's culture. While writing appreciation in your culture statement and values is a great start, it's important to make sure that your organization actually embraces appreciation in the day-to-day interactions. Otherwise, you may find that your organization's actual culture does not reflect what your culture statement says. One way to cultivate a culture of appreciation is to make it very easy for employees to show appreciation for each other. There are feedback tools available to help you achieve these goals. Whatever strategy you implement at your organization, the key is to ensure your employees understand your values and that you actually 'walk the walk' when it comes to your culture statement.

## Handwritten Notes

In the digital world that we live in where emails, tweets, and Facebook comments are the new norm, a handwritten note is much more impactful. Giving your employees a handwritten note with your thanks after they've completed a project or assignment will truly make them feel special. Not many people write notes these days, so taking a few minutes to handwrite notes for your employees can truly make them feel appreciated.

## Public Recognition

Another well-known fact is that Millennials crave recognition. [A recent study found](#) that 39 percent of Millennials say their employer doesn't offer any rewards or recognition at all. Today, when Millennials now make the largest part of the workforce, it's important that healthcare organizations have a formal employee recognition program. There are many ways of giving recognition. It can be as simple as recognizing a team member during a staff meeting and commending them for their work. You can also have a very formal recognition program with a nomination and selection process. Whatever you decide makes sense for your organization, it's important to have programs in place to ensure you are giving your employees what they crave the most. Unfortunately, not enough recognition takes place, but it's something that can go a long way when it comes to employee engagement.

Contact Tower today for more information regarding business support for your practice. Please contact Tower Physicians Solutions at **630-243-5731** or email us at [info@TowerPS.com](mailto:info@TowerPS.com) Learn more at: <https://towerps.com>

