



Recognizing and Rewarding Your Staff

Here are some low-cost, no-cost ideas for recognizing staff for their outstanding contributions to your practice during Paraoptometric Recognition Week.

1. Write words of appreciation on the back of your paycheck envelopes. Possibilities may include words such as “Our Practice is doing well because of your hard work. Thank you for all you do.”
2. Call a local radio station and dedicate a song to your staff during work hours.
Use the press release in your Paraoptometric Recognition Week kit for the radio station to use as an introduction before the song begins.
3. Use colored chalk to write a message of appreciation to your employees on the parking lot/walkway to the entrance of the building in which they work.
4. Each day of the week give your staff a playing card. At the end of Paraoptometric Recognition Week employees play their best poker hand and the winner gets a prize.
5. Schedule a five-minute break during which everyone says something nice to co-workers recognizing them for their contributions to the success of the practice.
6. Hire a local artist to draw caricatures of your employees during their break/ lunch hour and display in the office.
7. Leave small surprises such as a candy bar, key chain, or practice-identified merchandise in the form of caps or T-shirts in each employee’s work area.
8. Bring in soft drinks and juices to stock the staff refrigerator for the week.
9. Write a thank you note to the employees’ spouse or children. Suggestion: “Please accept my sincere appreciation for the support you have given to your mother (dad, wife, husband) in her (his) pursuit of a career with our practice. I’m fortunate to have her (him) on the team and want you to know how lucky you are to have her (him) as your parent/spouse. She (he) is a great asset to our team.”
10. Make a CD using “eye-related” songs listed below and play a game of “Name that Tune” during lunch hour with your staff.

Brown-Eyed Girl~ Van Morrison
Bette Davis Eyes~ Kim Carnes
Private Eyes~ Hall and Oates
For Your Eyes Only~ Sheena Easton
Don't It Make My Brown Eyes Blue~ Crystal Gayle
Angel Eyes~ Jeff Healey Band
These Eyes are Crying~ The Guess Who
Behind These Hazel Eyes~ Kelly Clarkson
Eye of the Tiger~ Survivor
Blue Eyes Crying in the Rain~ Willie Nelson

In Your Eyes ~ Peter Gabriel
Doctor My Eyes ~ Jackson Brown
Behind Blue Eyes - Limp Bizkit
Eyes Without a Face~ Billy Idol
Dreamy Eyes~ Christina Aguilera
Heaven in Your Eyes~ Loverboy
I Get Lost in Your Eyes~ Debbie Gibson
Eyes of a Stranger - Queensryche
Eye in the Sky - Alan Parsons Project
When You Close Your Eyes - Night Ranger

11. Recognize employees for extra efforts by leaving a two dollar bill for them with a note.
12. Showcase photos of your employees at work and play in your office during PRW.
13. A gift of chocolate is always appreciated. A candy bar with "We can't spell success without U. For specialty chocolate gifts call 800-255-5506 or visit totallychocolate.com
14. Surprise your staff with funny screensavers for their computers.
15. Recognize energetic employees with Energizer batteries and a certificate.
16. Provide business cards for staff. There are many online businesses that provide 250 cards for free.
17. Design a bingo card and play bingo for prizes each day during lunchtime. There are Websites to generate your own "customized" bingo cards.
18. Hire a photographer to come in and photograph your team of employees.
19. Hold a polka dot day. Everyone dresses in polka dots. The winner is wearing the most "dots"
20. Have a grab bag of privileges/tokens of appreciation for employees to receive each day. Ideas: leave one hour early, arrive one hour late, special parking privilege, free lunch, fruit smoothie, lottery tickets, etc. to use throughout the year.