



Keeping Staff Happy

- Improve their engagement with your company – low cost options include offering flexibility, the opportunity to buy or sell holiday, home working.
- Cheer everyone up – buy them food at work.
- Give lots of praise.
- Recognise their achievements – a lot.
- Be reassuring (but realistic) about job security.
- Be flexible about working hours and opportunities to improve their work life balance.
- Be open, honest and involved with your team.
- Keep them in touch with all the news – good or bad.
- Keep up with employees training and development – it does not need to cost a lot – but do not abandon development and new opportunities. Job training is perceived as a value.
- Develop your company culture – involve everyone in decisions, provide opportunities for staff who do not normally work together to get to know each other.
- Offer chances to put forward suggestions – it could save you a fortune and it increases the sense of ownership and belonging.
- Provide regular team meetings to reinforce the company culture and beliefs.
- If it is possible a promotion can be a low cost way of improving self-esteem and self worth.
- Treat everyone with respect – it doesn't cost anything and it improves motivation.
- Happy employees make happy clients and customers.