

# Ways to CELEBRATE YOUR CUSTODIANS

**Employee appreciation is a key factor for improving engagement, which can in turn impact productivity and retention. Recognize the hard work and business contributions your custodians make every day.**



## 1 Say thank you

Genuinely thank employees and make saying thank you part of your culture. Consider writing a thank you note and say something specific about why you value this person.

## 2 Provide a meal or sweet treats

Whether providing cookies and cupcakes or catering breakfast, choose what your staff will appreciate most. Sharing a meal can double as a way to get to know your staff.

## 3 Rejuvenate

The work custodians do involves lots of physical activity. Pamper and revive staff with an on-site workplace massage. This can be 10-20 minute chair massages or 60-minute table massages — or a gift card to a local spa.

## 4 Offer personal time

Offer the gift of time by giving them a few hours or even a day off so they can take care of something important to them.

## 5 Give gift cards

Gift cards or certificates are something your custodians and cleaners can enjoy on their days off — anything from local coffee shops, spas and restaurants to gas stations, movie theaters or big box stores.

## 6 Make it personal

Ask your custodians what they'd like from you as far as how you show appreciation. You may be surprised at the results and can feel confident that you're rewarding them with something they will value and appreciate.

## 7 Acknowledge contributions

Acknowledge your custodians' contributions in front of others — in a company email or blog, signage in shared employee spaces or company meetings.

## Appreciation tips to keep in mind



- Schedule celebratory events at different times, since custodians may work shifts at varying times. Hold events during working hours for maximum appreciation.
- Don't limit appreciation to one week. Consider scheduling a monthly massage day, movie night, or catered breakfast.
- No matter how many custodians or cleaning staff you have, take the time to show them you care. They are the backbone of keeping your facility clean and safe.
- Switching up different ways to recognize employees ensures that your efforts come across as thoughtful, sincere and genuine.