SME MOTIVATIONAL ACTIVITIES & TIPS LIST

**SME Motivational Activities & Tips List**

Below is a list of ideas for motivational activities for employees

*The objective of this list is to equip the SME with ideas to foster team work, boost morale, promote creativity and enhance communication for employees in the company.*

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| **NO.** | **VALUE** | **DETAILS** |
| 1. | Recognition Programs | Establish an employee recognition program to acknowledge and reward outstanding performance.  Example: Employee of the month awards, Peer-Peer recognition or Spot recognition 1for exceptional achievements.  This can be done through special organized events like annual picnics, team outings or get-together. This will foster a sense of belonging. |
| 2. | Team-Building Exercises | Engage employees in activities that promote teamwork, collaboration and trust.  Examples include Escape rooms, or team sports activities |
| 3. | Wellness Initiatives | Organize wellness activities such as Yoga  Run, Health & Wellness Challenges such as   * Steps Challenges, * Healthy Eating Contents * Fitness goals   With incentives or prices to encourage a healthy lifestyle and friendly competition |
| 4. | Innovation Days | Dedicate specific days for employees to work on innovative projects, experiment new ideas, collaborate across departments in order to encourage creativity and problem-solving. |
| 5. | Mentoring or Buddy Programs | Implement mentorship programs in which experienced employees can guide and encourage new or junior employees, facilitating knowledge sharing and professional development. |
| 6. | Learning & Development | Provide opportunities for professional growth through workshops, seminars, lunch & learn sessions that focus on skill development, career enhancement or personal enrichment |

**SME EMPLOYEES’ TIPS**

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| 1. | Competitive Salaries | 6 | Strong Company Culture |
| 2. | Comprehensive Benefits Package | 7 | Work-Life Balance  Vetor do Stock: Person hold a scale for work life balance flat vector icon  for job apps and websites | Adobe Stock |
| 3. | Flexible Work Arrangement  Flexible Working Icon Stock Illustrations – 630 Flexible Working Icon Stock  Illustrations, Vectors & Clipart - Dreamstime | 8 | Recognition & Rewards System  Reward - Free sports and competition icons |
| 4. | Professional Development Opportunities | 9 | Employee Well-Being Programs  Benefits of Well-being Programs - Toward a Respectful Workplace |
| 5. | Career Advancement  Professional Development Icons - Free SVG & PNG Professional Development  Images - Noun Project | 10 | Transparency and Communication  Communication - Free communications icons |

\*Tailor these activities to suit your company culture, employee preference and specific goals. Continuously assess the effectiveness of these activities and gather feedback from your employees to ensure their engagement and motivation.

Validated by

