

50 incentives to bring people back!



Company sponsored events

1. Create an office sports league where colleagues can sign up to play a sport of their choice with their colleagues.
2. Host a family day where employees can bring in their kids and show them the ropes.
3. Create an art installation in the office showcasing the art of local artists or employees themselves.
4. Create a monthly company book club where colleagues can read and discuss a book of their choice together.
5. Buy a set number of concert or sporting event tickets in the local area and allow employees to sign up to attend if they come to the office.
6. Hold weekly company bar nights for those who want to drink where colleagues can enjoy a local bar together after work.
7. Create a monthly company potluck where every employee can bring in a snack of their choice to share with the office.
8. Hold dress-up themed days in the office every Friday, such as crazy hat day or dress like your favorite TV character and provide a reward for the best costume.
9. Host cultural celebration days once a month celebrating the culture of a different employee and allowing employees to learn about each other while learning new things and trying new foods (also great for promoting DEI).
10. Have an office bake-off for some friendly competition and then employees could enjoy the treats together.



Transportation incentives

11. Offer a free massage to everyone who bikes to work at least 30 times a year.
12. Subsidize public transportation costs for those who come into the office at least twice a week.
13. Create a matching system so that employees that live in the same area can share a carpool.
14. Pay for street parking or a parking pass for anyone who drives to the office.
15. Offer a dinner voucher for anyone who uses eco-friendly commuting options (ex: biking, train, walking).



In-office resources

16. Provide childcare services in the office for working parents with young children (ex: in-office day care).
17. Create a cool games room for employees to unwind with games not everyone has at home (ex: Catan, Sherlock Holmes Consulting Detective, Cathedral).
18. Provide a coffee bar with a variety of drinks, such as different espresso drinks, tea, matcha, and hot chocolate.
19. Have an in-office barista that makes coffee in the morning hours.
20. Provide technology upgrades or allowances for those who come in, such as a new laptop or headphones.
21. Office with different areas for work (open spaces, quiet booths, areas for socializing).
22. Have a suggestion box for office improvements. One chosen every quarter will be implemented to show employees they have control over the space that they work in.



Employee relationship building

23. Have quarterly team retreats or off-site meetings in fun locations, such as a campsite or ocean side retreat.
24. Celebrate individual employees' work anniversaries by throwing them a post-work party in the office with their favorite dessert to share with the team.
25. Sponsoring a certain charity voted on by the team each month to work with and gather everyone to volunteer with the organization.
26. Give out points for the team who engages in the most cross-departmental collaboration and reward them with a dinner out.
27. Challenge different teams in the office to small competitions, like most KPIs reached or something less serious like most teammates in the office weekly and reward them with a prize.



Career development

34. Build a fitness center with weights and gym equipment for employees to exercise before or after work or even during their lunch break.
35. Create a zen area for relaxation in the office with private areas to nap or meditate. Make it even more relaxing with some essential oils and calming music.
36. Subsidize up to 15% of the cost of a gym membership for employees who come into the office more than once a week.
37. Provide high end massage chairs for employees to unwind.
38. Create a wellness challenge with incentives for participation, such as walking to the office. Employees with the most steps a month while commuting get a prize!
39. Host company-sponsored sports teams or fitness classes at the office or in the surrounding area. Those who come in will get to participate.



Well-being

34. Build a fitness center with weights and gym equipment for employees to exercise before or after work or even during their lunch break.
35. Create a zen area for relaxation in the office with private areas to nap or meditate. Make it even more relaxing with some essential oils and calming music.
36. Subsidize up to 15% of the cost of a gym membership for employees who come into the office more than once a week.
37. Provide high end massage chairs for employees to unwind.
38. Create a wellness challenge with incentives for participation, such as walking to the office. Employees with the most steps a month while commuting get a prize!
39. Host company-sponsored sports teams or fitness classes at the office or in the surrounding area. Those who come in will get to participate.



Just for fun

40. Create a policy for bringing pets into the office to bring some life to the workplace and ensure pets are cared for when their owners are at work.
41. Provide local discounts with coffee shops/restaurants around the office for those who come in.
42. Provide classes, such as art classes or cooking, once a week for those in the office.
43. Give out company swag, such as branded clothing and tech gadgets.
44. Flexible location (can work from another country for a set period of time).
45. Hold monthly recognition awards in-person to acknowledge outstanding performance with awards like "Employee of the Month" or "Team Player Award."
46. Create a coffee with the CEO initiative, allowing employees to schedule informal coffee sessions with company leadership.
47. Do an office pantry makeover where you stock the office pantry with gourmet snacks and beverages and change it up every month for new and fun snacks to try.
48. Start an office garden that employees can tend to during breaks.
49. Hold an in-office raffle with fun prizes (concert tickets, movie tickets, dinner at a local restaurant, gift card). Every day an employee comes in, they can enter themselves in the raffle.
50. Have mystery guest days and invite surprise guests, such as motivational speakers or entertainers.