



Ways To Keep Engagement Up Over The Holidays

1 Respect Work/Life Balance

Be flexible and empathize!

54%

of workers plan to catch up on some holiday shopping at work

December is the **#1 most stressful** month for employees



2 Celebrate Thanksgiving at Work

Pot lucks bring everyone together!



When coworkers share a meal, engagement and on-the-job happiness goes up by

11%

3 Avoid Black Friday Blues

Schedule effectively and provide extra perks for long shifts!

45%

of retail workers do not get paid extra for working on holidays

4 out of 10

retail workers are given irregular schedules

4 Make Seasonal Workers Feel Welcome

WELCOME

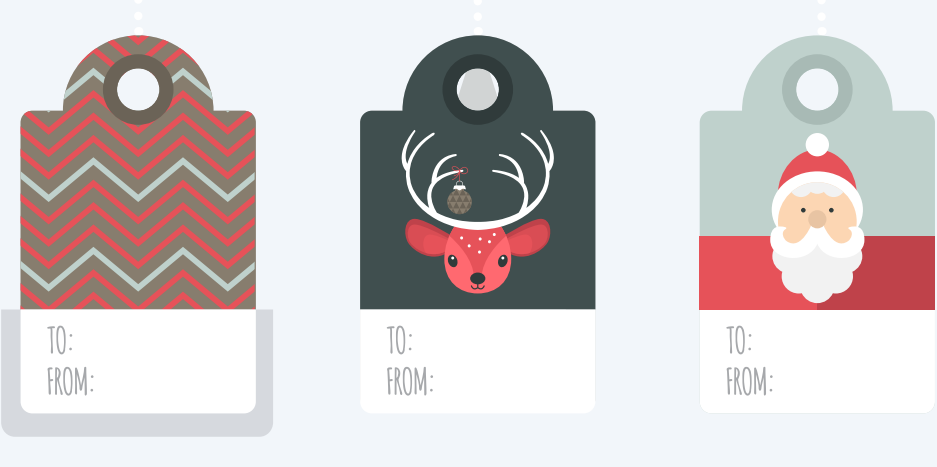
Communicate seasonal goals and treat them well!

Effective onboarding increases discretionary effort up to

20%

60%

of organizations don't set milestones or goals for new hires



5 Increase Recognition Efforts

Give a holiday gift, extra recognition, or host a banquet to say thank you!

20%

of employees feel strongly valued at work



40%

of employees would work harder if they were recognized more often

SOURCES:

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- Harvard Business Review (<https://hbr.org/2016/05/recognizing-employees-is-the-simplest-way-to-improve-morale>)



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