

30 WAYS TO MAKE THE COMPANY'S ENVIRONMENT ENJOYABLE



Summary: Here are 30 tips to help make your employees happy and enjoy their work environment.

Happy employees lead to productive workplaces which is good for business. Obviously, this is something that every company should be striving for. In order to have happy employees and an overall enjoyable work environment, companies need to be doing all they can to support their employees and keep them engaged. These are 30 tips to help improve your workplace.

Environment

1. The office's environment will have a huge effect on an employee's morale. Boring, dark and depressing offices can cause demotivation. Keep a workplace light and bright to encourage happiness in your employees.
2. If possible, provide a break room for your employees to relax in and spend lunch breaks in. Allowing employees the opportunity to get away from their desk will help them get a break so they can refocus and become re-engaged when they return.
3. Foster a productive and enjoyable atmosphere. Remember that employees will spend more time at their work than at their home awake so work needs to be someplace they enjoy.
4. Consider allowing employees to bring their pets in to work on occasion. Obviously, allergies may prevent this from happening, but if possible, letting your employees bring their pets to work can give those employees an extra sense of calmness and companionship.
5. Provide everything your employees need to be successful in their projects and responsibilities. When employees have all the tools they need to excel, they will remain engaged with the company and motivated to do more.

Lightening the Mood

6. Hold themed days at the office that will keep things professional but "hat day" or "polka dot day." Having fun, yet simple activities like this will keep things energetic and comfortable in the office.
7. When possible, allow for flexible work schedules. Hold away days where employees are away from the office but are bonding with colleagues or doing something different. A change in environment every once in a while can be a good mental rest for employees from their usual duties.
8. Impose a flexible dress code that allows employees to be themselves within reason. Set guidelines but allow for freedom to choose their outfits that fit within those guidelines.
9. Switch things up to keep employees from getting in a rut. Let them leave early one Friday a month or start late one Monday a month, something that serves as a small gesture towards a change from typical routine.
10. Encourage physical activity to keep your employees healthy. Try to arrange discounts for gym memberships, arrange for walking meetings, or anything else that will get your employees moving.
11. Frequent positive surprises will keep your employees paying close attention. Offer puzzles, hidden prizes, and other fun activities that they can only be learned about from being engaged with the company.

Goals & Mood

12. Celebrate things including birthdays, work anniversaries, or even an engagement to show that you care about your employees' lives and are invested in them.
13. Keep a monthly newsletter where you can highlight employee achievements. Acknowledging their successes motivates others to be noticed and lets them know their work does not go unnoticed.
14. Work with employees to set individual and company-wide goals. Work together towards those goals, providing motivation to reach them.
15. Incentives like bonuses, catered lunch, or even casual Fridays will help motivate employees and show that you are working to reward them for their hard work. Other incentives of benefits like health insurance, gym memberships, daycare, etc. will also show your employees that you are looking out for them.

Management Tips

16. Encourage employees to take their vacation days. A few days away from the office is greatly beneficial for all.
17. Create challenges or friendly competitions that will increase productivity and teamwork.
18. Make sure your employees understand the value their work provides. Occasionally point out how their work adds to the company so that they can see and feel that they have a purpose.
19. Handle morale and problem employees in privacy. You don't need to draw attention to an employee that is a problem or negatively affecting other employees in front of everyone. Solve the problem quickly and professionally.
20. Ensure that employees, especially management, receive proper training. This is very important for line managers so watch them closely and how they handle their team since their behavior has a large impact on performance and satisfaction.

Individuals

21. Encourage employees to use their strengths, providing them with opportunities like classes or workshops to greater strengthen those skills. This shows them that you believe in them and their abilities.
22. Set up achievable goals with each employee that have realistic expectations. Doing this will help avoid any misunderstandings with the employee about what is expected of them.
23. If able, give your employees time to work on things they are passionate about. This may be volunteer work within the community or a new project.
24. Money is an important part to how satisfied an employee is with their work. Many employees are willing to sacrifice some pay for good benefits. Talk with your employees about their pay, establishing a plan for them to work on to get promotions or bonuses if they are unhappy with their current situation.
25. Learn what motivates your employees. Talk with them about what they would like to see happen in the company and what would make their job easier. Including them in the planning and future of the company will keep them engaged in the long-term.

Team Members

26. Teach positive thinking to your employees. This ability will be beneficial inside and outside of the office as it reduces stress and enables clearer thinking.
27. Avoid micromanaging your employees in how they interact. Let them figure out mutual objectives that they can work towards together, building good relationships and a positive environment.
28. Give your employees a say over their workload amount. They know better than anyone what they can handle. By giving them some freedom over what they are in charge of, your employees will increase their engagement.
29. When employees fully know what their position requires and the training necessary to do so, they will have more confidence in their role. An employee that feels overwhelmed or inadequate will grow unhappy with the company.
30. Hold networking events for the office. This will allow them to build contacts and better working relationships with those within the company. Those that know colleagues across various departments will feel more involved with the company and confident in their role.

What have you done to make your company's work environment more enjoyable? Share your experiences with us in the comments below.

To learn more about how to keep your employees engaged, read these articles:

- [How to Improve Employee Engagement](#)
- [Employee Engagement Explained](#)
- [Improving Engagement & Well-Being through Focused Leadership](#)

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