



## Ideas on how to make team members feel worthy

- **Daily huddle “thank you”** from the Principal/Practice Manager.
- **Goal treats** i.e., a yearly trip out for a day, for example, Alton Towers or an escape room challenge.
- **A weekly team reflection** – “what went well/what didn’t” catch up.
- The principal **makes a cup of tea/buys a cake.**
- **Lunch bought by the owners** once a month.
- **Beers in the fridge** for a “FriYay” after hours drink as a team.
- **Extra day holiday.**
- **Early finish/late start rotas.**
- **Bonuses** – quarterly team targets i.e., X number of patients on plan this month.
- **A “thank you” box** – team members can write down their “thank you” notes anonymously and they are read out once a month.
- **Anonymous “Ideas box”** – team are welcome to suggest things to stop, start or improve on without feeling to exposed.
- **Positive patient feedback display** in staff room.
- **Team gift** – a pair of pyjamas, popcorn, and small bottle of wine with a voucher to watch a movie.
- Have **team photos** on website and feature them on practice social media.
- **Reward and recognition** in place.
- **Team challenges** – for example, whoever can talk to five patients this week about our membership plan gets a box of chocolates.
- **Team meetings** and ensure everyone knows what is expected of them.
- **Training** available and **team building** days.
- **Dentist always introduces his nurse** to patients.
- **A simple thank you** at the end of each day.