

Climate-Builders!



35 Ideas to Re-Spirit Work

Value novelty . . . live out loud . . . work as if people mattered

1. Conduct a field trip to another part of the organization
2. Have a *real* brown bag lunch – go out on the lawn and enjoy getting away from the phones and computers
3. Celebrate enthusiastically all birthdays, holidays, and special events
4. Hold a story hour once a week for people to tell stories (personal or work) that are important to them
5. Make food more fun . . . make your own pizzas, have a bagel tasting party with every conceivable variety of bagel and cream cheese, or a soda tasting with all the new soda flavors
6. Small pleasant surprises can be fun . . . have a chocolate break, or put a rose on every desk
7. Buy tickets to a movie people want to see, and take an afternoon off to see it together
8. Hold a *Most Improved Workspace* contest during National Clean Your Desk Week
9. Keep a toy bag handy filled with small toys
10. Create a play room, play corner, or other “sparkspace” for people to go to unwind, regroup, trigger new ideas, and think more creatively
11. Create “real” job descriptions and job titles, rather than the more formalized ones we usually see
12. Wear a clown nose around the company
13. Have sponge sessions, where you take a walk and try to absorb as many new ideas as you can
14. Put more color and texture in your work area
15. Celebrate the best mistakes of the week
16. Secretly scatter toys around on desks in your department
17. Stand on your head
18. Take regular Hunza Holidays (named for a tribe in Central Asia renowned for their health and longevity, who do nothing for five minutes of every hour)
19. Dance
20. Hang an old, limp sock from the ceiling to remind you to relax
21. Wear an unusual hat or costume
22. Invent a new hobby
23. Write all your team memos with crayons
24. Surprise people by calling off work early for a day
25. Sit on the floor for your meetings
26. Meet once a month just to talk about what you value as a group
27. Make some noise (literally and figuratively)
28. Have a snowball fight in the winter
29. Rollerblade in the hallway
30. Meet for 15 minutes at the start of each day: have each person describe what they did yesterday, what’s on today’s agenda, and what others can do to help (no griping allowed)
31. Conduct a personal walk-your-talk audit
32. Hold a team pity party – put up sheets on the wall listing all the things that make your worklife so miserable, then have everyone moan and groan over things for 30 minutes (hint: it doesn’t take long for people to see just how ridiculous it all is!)
33. Look for ways to celebrate even the smallest successes . . . and make sure the rest of the company knows what your team does
34. Be random and spontaneous . . . doing one thing regularly too often drains it of significance
35. Be the kind of person you’d like to be around, and work as if people mattered!