

50 Ideas for an Incredible Workplace

Here at LifeJourneyOn.com, we explored the top 346 places to work in the United States (according to Inc.com) and took notes from their descriptions of what incredible workplaces do exactly to make their work and culture top notch. Here's 50 ideas of what they do:

1. Company celebrations, social events, and informal get-togethers (e.g., trivia nights, holiday parties), sometimes including employees' families
2. Unlimited paid time off/family-first leave policy
3. Contributions to employee physical fitness (e.g., onsite gym and showers, fitness/yoga classes, stipend toward gym membership)
4. Contributions to employee mental health (e.g., meditation room, in-house/free therapy services, mental health days)
5. Standing or treadmill desks
6. Open-floor plan to promote collaboration
7. Snack bar, cafeteria, or stocked kitchen that includes healthy options
8. Open vacation policy/vacation reimbursement
9. Weekly in-office traditions (e.g., Waffle Wednesday) and/or events (e.g., massages)
10. Flexible work schedule
11. Regular out-of-office team-building activities/trips
12. Disengage from clients who disrespect employees or company values
13. Enable remote and home offices
14. Seek employee feedback/analyze employee satisfaction using tools such as OfficeVibe
15. Reimbursement for continuing education and/or updating technology
16. Welcome basket for new employees
17. Paid training program
18. Paid internships
19. Random gifts of appreciation (e.g., cash bonuses, flowers, gift cards)
20. Celebrate employees' birthdays with company-paid lunch, gifts, or the day off
21. Benefits package that includes a 401K match program, company stock options, and generous/full insurance coverage (e.g., health, dental, vision, life, disability)
22. Catered lunches
23. Casual dress code
24. Pet-friendly office
25. Mentorship program
26. Free executive coaching
27. Ongoing professional development support (e.g., stipend for seminars/conferences)
28. Celebrate accomplishments and learning rather than arbitrary milestones
29. Provide or enable volunteer/community engagement opportunities
30. Offer services such as laundry service, dry cleaning, hair care
31. Tickets/discounts to sports and art events
32. Financial incentives for improvement
33. Commuter benefits
34. Apply "culture index" during hiring process to promote goodness-of-fit with company values
35. Generous paid maternity/paternity/adoption leave, perhaps with flexible phase-back program
36. Outline clear development and advancement paths

37. Shout-outs/rewards for employees who embody company values
38. Collaborative music playlist
39. Frequent and transparent organization communication/open-door policy, perhaps including “ask-me-anything” forums
40. Inspirational guest speakers/lunch and learns, and workshops that promote well-being, personal growth, etc.
41. Position or committee dedicated to maintaining desired culture
42. Common/leisure areas
43. Regular book club or other club
44. Opportunities for team members to share their expertise (e.g., crocheting, truffle making)
45. Time for employee personal projects
46. Celebrate various employee life events (e.g., weddings, anniversaries, new babies)
47. Employee benevolence fund to provide temporary financial assistance to employees in need
48. Optional daily devotional conference call (i.e., devotion and thought/prayer)
49. Onsite daycare
50. Onsite library

Dr. Dave Schramm
dave@drdavespeaks.com
www.LifeJourneyOn.com