

10 CULTURE-BUILDING MOVES THAT COST \$0

(But are worth everything)



1. Weekly Shoutouts

Recognition doesn't have to be formal - make it public, sincere and specific.

2. "Stay" Interviews

Don't wait for the Exit Interview to learn about what's broken.

3. Flexible Schedules

Trust your team to manage their time – accountability and flexibility can co-exist!

4. Feedback & Follow-thru

Ask for Feedback, and then act on it: Even if the answer is "not yet," close the loop.

5. Skip-Level Conversations

A 15-minute check-in with the boss' boss can spark fresh perspective and real connection.

6. Surprise Gratitude Notes

Handwritten still hits different.

7. Speak Human, not HR

Real conversations build real trust. Drop the buzzwords.

8. Invite Input Early

Invite voices in at the start, not just at the finish line after decisions are already made.

9. Publicly Celebrate Wins

Big or small – visibility = value.

10. Protect Boundaries (Including Yours)

When you honor your own boundaries, you give your team permission to do the same.



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