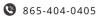
# 10 CULTURE-BUILDING MOVES THAT COST \$0

(But are worth everything)





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#### 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.

