

# 5 No-Cost Ways to Engage Teams & Boost Morale in a Post-Layoffs & Pay Cuts Work Landscape

1

**Make your monthly all-hands meetings more reassuring.** Start each one with a status update on the health of the business, and get transparent and specific on the metrics being tracked to create steadiness and ward off future lay-offs, furloughs, or pay cuts.

2

**Enable leaders at every level to communicate the new strategy and goals to their teams.** Provide talking points and guidance to connect the new strategy to each role, help everyone feel involved and invested, and project empathy, meaning, and clarity.

3

**Amp up the appreciations.** Foster a culture of gratitude by encouraging leaders to end every meeting with shout-outs. Things to celebrate: exhibiting a positive attitude, hitting a project milestone, mentoring a coworker, or simply showing up.

4

**Empower teams to collaborate and communicate in the ways that are best for them.** Whether that's with email and voice memos for asynchronous updates, or video chats and phone calls for instant feedback, the goal is to get work done effectively and on deadline.

5

**Gather in healthy ways to support engagement and community-building.** Turn one-ones into walking meetings and plan in-person activities, such as group potlucks or giveback events at a local charity. Email [team@happyly.com](mailto:team@happyly.com) to learn how we can help!