

EMPLOYEE ENGAGEMENT MONTHLY CALENDAR

JANUARY

1/01 - NEW YEAR'S DAY

Host a welcome breakfast, share a company-wide goal-setting challenge, or give small wellness gifts.

1/01 - BLOOD DONOR MONTH

1/20 - MARTIN LUTHER KING JR. DAY

Organize a volunteer day, host an educational workshop, or recognize employees involved in community service.

1/31 - NATIONAL FUN AT WORK DAY

Plan a themed dress-up day, host a team trivia contest, or provide free coffee & snacks.

FEBRUARY

2/02 - NATIONAL WEAR RED DAY (HEART HEALTH AWARENESS)

Encourage employees to wear red, provide heart-healthy snacks, or host a wellness seminar.

2/14 - VALENTINE'S DAY (WORKPLACE APPRECIATION DAY)

Offer handwritten appreciation notes, set up a "wall of gratitude," or host a sweet treats break.

2/17 - PRESIDENTS' DAY

Recognize employees with leadership traits, provide professional development resources, or give an extra break.

MARCH

3/07 - EMPLOYEE APPRECIATION DAY

Organize a luncheon, distribute small gifts, or have leadership personally thank employees.

3/08 - INTERNATIONAL WOMEN'S DAY

Highlight female leaders, provide mentorship opportunities, or donate to women's initiatives.

APRIL

4/07 - WORLD HEALTH DAY

Host a wellness fair, offer on-site health screenings, bring in fitness or nutrition experts, or provide mental health resources and wellness kits.

4/22 - EARTH DAY

Organize a sustainability challenge, distribute eco-friendly gifts, or host a volunteer clean-up event.

4/23 - ADMINISTRATIVE PROFESSIONALS' DAY

Recognize admin teams with a luncheon, personalized thank-you notes, or half-day off vouchers.

4/23 - TAKE YOUR CHILD TO WORK DAY

Organize kid-friendly office activities, create "junior employee" experiences, offer branded kids' kits, or host a family lunch.

MAY

5/04 - 10 - NATIONAL TRAVEL & TOURISM WEEK

Recognize employees in the tourism industry, offer travel-related perks, or host a team outing.

5/05 - 09 - NATIONAL TEACHERS WEEK

Give appreciation gifts, provide catered meals, or highlight teachers on company social media.

5/06 - 12 - NATIONAL NURSES WEEK

Give appreciation gifts, provide catered meals, or highlight nurses on company social media.

5/07 - NATIONAL SKILLED TRADES DAY

Spotlight skilled employees, offer hands-on training, or provide tool/equipment incentives.

5/11 - MOTHER'S DAY

Provide family-friendly perks, offer "leave early" passes, or give mom-friendly gifts.

5/26 - MEMORIAL DAY

Honor veteran employees, organize a moment of silence or participate in a community service event.

JUNE

6/01 - NATIONAL SAFETY MONTH

Provide safety training, recognize employees who promote safety, or offer wellness incentives.

6/19 - JUNETEENTH

Host an educational lunch-and-learn, provide books/resources on Black history, or support Black-owned businesses.

6/15 - FATHER'S DAY

Provide family-friendly perks, offer "leave early" passes, or give dad-friendly gifts.

JULY

7/04 - INDEPENDENCE DAY

Host a company picnic, give red-white-and-blue themed gifts.

7/31 - NATIONAL INTERN DAY

Recognize interns with certificates, offer mentorship meetings, or provide company swag.

AUGUST

8/17 – NATIONAL NONPROFIT DAY

Recognize employees working in nonprofit spaces, highlight their impact, or support a cause they care about.

SEPTEMBER

9/01 – LABOR DAY

Provide an extra day off, send personalized thank-you messages, or host a team appreciation breakfast.

OCTOBER

10/02 – CUSTODIAL WORKERS DAY

Offer Recognize facilities and custodial staff with thank-you gifts, spotlight their contributions, or provide a catered appreciation

10/03 – NATIONAL MANUFACTURING DAY

Offer plant tours, recognize key employees, or provide special company merchandise.

10/10 – WORLD MENTAL HEALTH DAY

Provide mental health resources, host a mindfulness or stress management workshop, offer a wellness day, or encourage meeting-free time.

10/31 – HALLOWEEN

Organize a costume contest, host a themed lunch, or create a team pumpkin decorating contest.

NOVEMBER

11/11 – VETERANS DAY

Honor veteran employees, provide small thank-you gifts, or donate to veteran charities.

11/27 – THANKSGIVING

Encourage peer-to-peer recognition, provide catered meals, or offer handwritten thank-you cards.

11/29 – SMALL BUSINESS SATURDAY

Celebrate small business owners on staff, encourage shopping local or give gift cards to local stores.

DECEMBER

12/02 – GIVING TUESDAY

Match employee donations to charities, encourage volunteer work or spotlight nonprofit work within the company.

12/01 – HOLIDAY GIFTING & RECOGNITION

Provide personalized gifts, year-end bonuses, holiday parties, or branded company swag.

12/11 – NATIONAL SALESPERSON DAY

Recognize sales team achievements, offer performance-based rewards, host a celebratory lunch, or provide exclusive incentives or bonuses.

12/31 – NEW YEAR'S EVE

Send a company-wide thank-you message, highlight accomplishments, or host a year-end toast.

YEAR-ROUND

01 – EMPLOYEE RECOGNITION PROGRAMS

Peer-to-peer shoutouts, points-based rewards, or "Employee of the Month" to build a culture of appreciation. Tie back into your company values to align employee engagement with company goals.

02 – MILESTONE & ANNIVERSARY CELEBRATIONS

Acknowledge work anniversaries, promotions, and life events with personalized gifts or team recognition.

03 – WELLNESS & WELL-BEING PROGRAMS

Ongoing fitness challenges, mental health resources, and wellness stipends to support the whole employee.

04 – PROFESSIONAL DEVELOPMENT

Workshops, certifications, and lunch-and-learns that invest in employee growth and retention.

05 – TEAM-BUILDING ACTIVITIES

Quarterly outings, trivia, volunteer days, or friendly competitions to strengthen connections.

06 – EMPLOYEE FEEDBACK LOOPS

Pulse surveys and open forums—paired with visible action—to show employees they're heard.

07 – FLEXIBLE WORK PERKS

Hybrid options, summer hours, wellness days, or meeting-free blocks to improve work-life balance.

08 – COMPANY SWAG & INTERNAL STORES

Branded merch drops or always-on company stores that build pride and reward participation.

09 – EMPLOYEE SPOTLIGHTS

Regular features in newsletters or internal channels to highlight achievements and stories.

10 – COMMUNITY ENGAGEMENT

Volunteer programs, donation matches, and cause-driven initiatives that connect work to purpose.