

100 DAYS OF CRAP



Celebrate
Recognize
Appreciate
Praise

Directions: Join the movement of intentionally Giving a CRAP™ by choosing a different task below every day for the next 100 days.

CLEAN CRAP

1

Today, highlight someone with a written note who is great at keeping their area clean.

WRITE A NOTE

2

Sit down, grab some stationary (bonus if it is work stationary) and write a note of appreciation to an employee today. Pick someone who works close to you.

FAR CRAP

3

Choose someone who has gone the extra mile recently. Send an email to this person, specifically thanking them for their work. CC the rest of the team.

DEPENDABLE CRAP

4

Today, choose one person who has shown dependability in a recent project. Take their picture and make a post on social media.

GET A GIFT CARD

5

On your way home from work today, pick up a gift card for an employee. Present it to them the next day and tell them why they are such a "gift" to your team.

CRAPY LUNCH

6

Be spontaneous today. Randomly choose an employee (might even be a bad one) and tell them that you'd like to take them to lunch today.

CRAP TIME

7

Today, make some time to be available. Intentionally leave your office and walk out to the floor or working area with zero agenda but to Give a CRAP™.

CRAP NATURALLY

8

Find someone who is naturally great at their job. Verbally compliment them on how they use their natural strengths in their work.

CALL YOUR PARENTS

9

No matter your relationship, you're parents have helped you become who you are. Give them a call today and tell them "Thank You!"

*The deepest
principle of
human nature is
the craving to be
appreciated. –
William James*



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CRAP IN A MEETING

10

During a meeting today, bring someone's name up who is in the meeting with you. Share 2-3 things that you appreciate about this person.

SHOW CRAPY GRATITUDE

11

Today's focus is saying "Thanks." Say it sincerely to the cashier, to the receptionist, to the person who called you, and to everyone else you come in contact with.

CRAP EARLY

12

Today, make it a point to be early to every meeting on your calendar.

SEND A CRAPY TEXT

13

Identify someone who has contributed a good idea recently. Send them a text telling them how you appreciate their ideas.

ASK 2B4

14

Ask for the input of 2 others B4 (before) making a decision by sharing your idea and asking them what they think about it.

GIVE BOSSY CRAP

15

Today, look for an opportunity to tell your boss why you like working with him or her.

CRAP LONGER

16

Today, choose an employee who is always prompt at showing up on time. Reward them with extra time at lunch.

POP IN PRAISE

17

Today, pop into a team or project meeting and share your gratitude for their work.

INSTA CRAP

18

Today, post on social media a short blurb about one employee and why you are glad s/he is part of your team.

SAY IT WITH SNACKS

19

Find out the favorite snacks of an employee. After work, purchase those snacks and have them set out with a thank you card for the next day.

FANCY CRAP

20

Today decorate up the work area of an employee that you'd like to recognize. Use streamers, balloons, and banners.

CHEERS FROM PEERS

21

Go around and ask other team members nice things they could say about one specific employee. Gather the comments and then deliver this to the said employee.



The greatest gift you can give another person is acknowledgment of who the person is as a human being. Rhonda Britten



MUSICAL CRAP

22

Ask someone what their favorite music or playlist is. If possible, use this as the background music in the work area.

CRAP WITH A BOOK

23

Sure, not everyone likes to read, but they just might if you buy them a book. Give the book to someone who you see a lot of potential in and tell them why.

SMILEY CRAP

24

Today make people think that you are up to something by smiling all day...even if you're on the phone or a virtual meeting.

TRAVELING CRAP

25

Go to the thrift store, purchase a random trophy. Add something to this trophy and then present it to one of your employees in a team meeting. Pass it around.

CALL SOMEONE

26

At least once today, instead of replying to an email, call the person and have a voice-to-voice conversation with them. Praise them for what they do.

OH CRAP!

27

Today purposefully solve a problem for someone. If you can't directly see any problems, start asking people what their problems are until you find one.

CHECK IN

28

Choose someone who has recently been married, had a baby, lost someone, or has had a major life event. Take 10 minutes and check in with them.

CRAPPY COFFEE

29

On your way into work today grab 2 cups of coffee: one for you and one for someone you want to Give a CRAP™ to. Hand it to them or leave a note saying, "Thanks for being you."

TIMELY CRAP

30

Take a look at your calendar for the next week. Identify a meeting that doesn't really need to happen. Cancel the meeting and tell all involved.

HIGHLIGHT AN EMPLOYEE

31

Today, in your conversations with senior leaders, highlight one of your employees and the good work that she has been doing.

ASK FOR CRAP

32

Today, instead of giving CRAP, ask for it. Make it a point to go around and ask at least 3 people how they like to be appreciated or praised. Later, give them a CRAP in the way they shared.

PLAN BIRTHDAY CRAP

33

Today is about planning for the future. Get a list of all the birthdays for your team. Put a repeating event into your calendar. Celebrate accordingly.

The way to develop the best that is in a person is by appreciation and encouragement.
Charles Schwab



COMPANY CRAP

34

Choose someone who needs a lift today and give them some company swag. Tell them what you like about their personality.

INTERESTING CRAP

35

Choose one person. Ask them what a hobby or interest of theirs is. Follow up with a few questions, then learn more about the hobby or interest and let them know what you learned.

TAKE A SELFIE

36

Identify someone that you really enjoy working with. Explain to them how much you appreciate working with them. Take a selfie with them to remember.

CRAP AT A CONFERENCE

37

Choose a team member who has the most positive attitude and tell them that you'd like to send them to a conference. Get them signed up.

CRAPY LISTENING

38

Choose one conversation today where you will focus 100% on the other person. Remove all your distractions and get rid of anything that might interrupt you. Just listen.

CRAP ON A STICKY NOTE

39

Today show up to work earlier than the person you'd like to praise. Find a sticky note, write out a nice message of praise, and put it in their work area.

STANDING CRAP

40

Identify someone that has done something significant lately. Gather the team together and have all give the person a standing ovation.

CRAP ON FACEBOOK

41

Using your company or personal page, find a picture of someone, upload it to Facebook, and write something nice about them.

HUG SOMEONE

42

Choose someone to hug today. Tell them that you recognize the great work that they have done. If this is not for you, shake someone's hand instead.

UNNOTICED CRAP

43

Today give a CRAP to someone who's job rarely gets noticed. The receptionist, admin assistant, parking attendant, custodian, or security guard.

UPGRADE THE OFFICE

44

Give your team a small allowance for some desk or work-from-home upgrades. Let them buy new hex wrenches, staplers, a new chair, or a standing desk.

CRAP LOCALLY

45

Surprise your team by bringing in some local goodies. It could be a breakfast treat, a lunch, or something to keep the energy going later in the day.



*The most powerful forces
in the world are
encouragement,
celebration, and love.
Mel Robbins*



SAY "OUCH"

46

Listen carefully to conversations today. When you hear someone badmouth another that is not present, speak up and say "Ouch."

CRAP FOR THE CRAPPER

47

Today, identify the person on your team who is best at giving a CRAP to others. Buy them a gift and tell them how important their appreciation for others is for the team.

KING OF ZEN

48

Today, reward the employee who seems to keep everyone calm. Purchase them a stress reliever or mini Zen garden to show them your appreciation.

FREE TIME

49

Tell an employee how much you value their thoughts and ideas and give them some time later in the week to work on a personal project of their choosing.

LOUD CRAP

50

Today, over the company intercom, make an announcement highlighting one of your employees for always being willing to speak up and share ideas.

HOLIDAY CRAP

51

On a holiday, call one of your employees and tell them how much you appreciate them.

HAVE A HIGH FIVE DAY

52

In your day, ask at least three people what they've recently done that should deserve a high-five. Listen closely and then give them a high-five.

CRAP WITH FLOWERS

53

On your way to work or during a lunch break, stop off and get some flowers. Give them to someone who has done something recently worthy of celebration.

GRAP 10 TIMES

54

Make a list of ten things you love about someone. Write these down as a hand-written note or type it out in an email.

DO THE DAILY

55

Today, go to an employee and ask three questions 1) What is going well? 2) What is not going well? 3) How can I help?

CRAP IN A BOX

56

Make a box where employees can submit their CRAP about others on the team. Open the box once a week during a team meeting and read the notes.

NAME A DAY

57

Choose a day and name it with your employee's name. (I.E. "Jenny's day" and put it on the calendar. Ask everyone to make that day all about Jenny)

Appreciation can make a day, even change a life. Your willingness to put it all into words is all that is necessary. Margaret Cousins



CRAP WITH COOKIES

58

Tonight make something that you can bring to work tomorrow. Let your team know how much you appreciate working with every single one of them.

SAY IT WITH SONG

59

Using AI (like ChatGPT), create a song for an employee by entering their name and a few reasons why you like them as an employee.

PHONY CRAP

60

Using your phone, video record a 30 to 60-second video celebrating an accomplishment of one of your employees.

COURAGOUS CRAP

61

Today, chose a person who has shown courage recently. Take a picture of them, print it out, title it "The Face of Courage" and post it in the office.

CRAP IN AN EMAIL

62

Find someone who has gone a little above or beyond recently and script out an email to them. Don't include anything in the email besides CRAP (no business here).

SEEK SUGGESTIONS

63

Today, create an online survey with one question: "What is the #1 change that our organization could make to move it forward?"

CRAP AT HOME

64

Today, call the spouse or significant other of an employee. List 5 reasons why you would hire this person again if given the opportunity.

IMPROVE A BAD DAY

65

Pay attention to all those around you (including on social media). Who's having a bad day today? Approach (or call) them and show your empathy towards them.

CRAPY ARTICLES

66

Find an article that would be interesting to someone's hobbies or talents. Send it to them and let them know how astonished you are of their talent.

FROZEN CRAP

67

During your lunch break, pick up some ice cream treats. Take one to each person on your team and tell them what you appreciate about them

NEWSLETTER CRAP

68

Write up a short praise statement on someone from your team. Ensure this is included when the newsletter or send it to the whole team in an email.

CRAP TO WRITE WITH

69

Almost everyone has a favorite writing utensil. Identify a team member that needs some CRAP, learn what their favorite pen is and order a box.



Treat employees like they make a difference and they will. Jim Goodnight



FUNNY CRAP

70

Choose the person who seems to light up the team with humor and fun. During the team meet (or in an email), showcase this person and thank them.

CRAP YOU CAN TRUST

71

Today, you're on the lookout for someone who you'd trust with your life. Give them a bottle of glue and tell them that they hold the team together.

SODA CRAP

72

Go out and purchase a bottle of their favorite soda and give it to an employee. Tell them that they are "refreshing" to have around because they (fill in the blank).

CRAPY ADVICE

73

Identify a project or a decision that you have to make. Approach the team mate, tell them that you value their opinion, and ask for their input.

GIVE FRIENDLY CRAP

74

Reach out to a close friend today. Let them know how much your relationship has meant to you.

NEW CRAP

75

Pick out your newest employee. Tell them the three characteristics they have that help make them a great team player.

CRAPY MENTORING

76

Choose someone from your team would like to learn or deepen a skill. Set up a meeting between this person and someone who is the known expert.

DELEGATED CRAP

77

Find a task that you can delegate to another. Delegate that task and tell the person how much you trust them.

CRAP IN THE BREAK ROOM

78

Purchase a dozen doughnuts and leave them anonymously in the break room with a note that simply says "Thanks."

SILENT CRAP

79

In a team meeting today, instead of giving your thoughts or opinions first, hold your tongue. Let others come up with ideas before you do.

LIGHT CRAP

80

Bring a lightbulb from home (or purchase one) and give it to an employee who recently had a creative idea.

CRAPY PIZZA

81

Today, order pizza for the whole crew for lunch. Let them know how valuable they are to the organization.

Everyone wants to be appreciated, so if you appreciate someone, don't keep it a secret.
Mary Kay Ash



BRAG ON THE BOARD

82

Purchase a large 8'x4' board and title it your Brag Board. Start it by writing one brag you have about an employee. Encourage others to do the same.

CRAPY TOOLS

83

Today, use a gift to show recognition to an employee. Surprise them with the purchase of a new tool, piece of office equipment, or something else they use on a daily basis.

CRAP THAT SERVES

84

Today organize a service opportunity for the team. Spend an hour at a local park cleaning up or contributing a day to a nonprofit organization.

CRAP FACE TO FACE

85

At least once today, instead of replying to an email, get up and find the person. Discuss what was in the email.

CRAP WITH MONEY

86

Who really deserves a raise but would never ask for one. Identify that person, and if it's in your control, give them a raise.

VULNERABLE CRAP

87

Today, admit to your team your weaknesses or a recent mistake. Tell them how you are trying to get better.

GET CIQ

88

CIQ = continuous improvement question. Ask someone "On a scale of 1-10, how well I am doing at ___?" Then ask, "What can I do to make it a 10?"

OVERTIME CRAP

89

Find someone who pulls overtime without complaint. Write them a note thanking them for their dedication.

ANONYMOUS CRAP

90

Today, you are to give a CRAP to someone you don't know. The grocery clerk, airline attendant, gas station cashier, or anyone else that you don't know.

CRAP WITH A CARD

91

Give your employee the company card and tell them that they can purchase any gift they desire up to a certain dollar amount.

ABCD CRAP

92

Today, identify an employee who has gone above and beyond and recognize them with the Above and Beyond the Call of Duty award.

VOLUNTEER CRAP

93

Determine one of your employees who volunteers frequently at work or in the community. Celebrate them with balloons.



Without appreciation and respect for other people, true leadership becomes ineffective, if not impossible. George Foreman



PERSONAL CRAP

94

Today, spend some time with an employee you don't know as well and ask them about their personal life.

CLAPPY CRAP

95

Ask all your employees to show up early except for one that you'd like to celebrate. As he/she enters the building, clap for them and tell them thanks.

HARD CRAP

96

Today find someone who needs correction. With care, tell them how they are not meeting expectations or what they can do to get better

CRAP WITH CAKE

97

Find someone who accomplished something big lately. Order a cake with their name on it, bring it in and tell them how great of a job they did.

IMPORTANT CRAP

98

Today be crystal clear in priorities. Let people know what the most important things are and don't overwhelm them with additional less-important tasks.

SHARED CRAP

99

Since you are almost done with this list, build the CRAP movement by sharing this list with another.
(Also at www.giveacrap.net)

CRAP ABOUT YOURSELF

100

You've made it to day 100. Today is your day to give a CRAP about yourself. Take a longer lunch, get that treat you love, or purchase yourself a nice gift.

Congratulations! You did it. You are one CRAPy person. Now that you've formed the habit of Giving a CRAP™ every day, don't stop. Either repeat this list, go back to www.eyesquaredleadership.com for more ideas, or create your own list of ideas.

Thank you for making this world a better place by being part of the Give a CRAP™ movement. - Jason A Hunt

Feeling grateful isn't enough.
You have to express it.
Unexpressed gratitude
communicates ingratitude.
Andy Stanley

