



The Live Kudos Huddle

Positive energy plays a key role in team performance and customer experience. The Live Kudos Meeting is a simple way to intentionally start the day by recognizing teammates and focusing on what is going well. This brief huddle helps build connection, strengthen morale, and set a positive tone that carries into interactions with customers, members, shoppers, and partners throughout the day.

1. Kickoff – Set the Energy! (1-2 Minutes)

Start with the “3-Second Smile Challenge”

- *“Before we start, let’s all take a deep breath and give the biggest, cheesiest smile you can for 3 seconds. Ready? 1 ... 2 ... 3! Look around—positivity is contagious, and that’s exactly what we’re spreading today!”*

Quick “One-Word Check-In”

- *“In ONE word, how are you feeling today? (Go around the group quickly.) If anyone’s feeling ‘meh,’ no worries—this huddle will turn it around!”*

Instant High-Five

- *“Now, turn to the person next to you and give them a BIG high-five. Now another! Feel the energy? Let’s go!”*

2. Kudos Lightning Round! (5-7 Minutes)

Option 1: “Popcorn Style”

- One person starts by **giving a quick, live shout-out** to a teammate.
- That person **picks the next** person to give kudos.
- Continue until everyone has been recognized or 5-7 minutes pass.

Option 2: “Pass the Ball”

- Use a **small soft ball or fun object** (even a stress ball works).
- Whoever holds the ball **gives a quick kudos** to a coworker, then **tosses it** to someone else.
- Keep it going until everyone has received a shout-out.

Option 3: “One-Word Compliments”

- Each person **gives a coworker a one-word compliment** (e.g., “Supportive,” “Reliable,” “Energetic”) and explains it in one quick sentence.

- Keep it **fast paced and upbeat!**

3. Wrap It Up (1-2 Minutes)

Final Group Cheer – *“On the count of three, everyone says, ‘Way to go, team!’”* 🎉

Encourage ongoing appreciation – *“Keep the kudos going today! A small ‘thank you’ or compliment can make someone’s day.”*

End with one last fun moment – (Pick one):

- A **team fist bump**
- A **quick happy dance**
- A **“Kudos Wave”** where each person claps once in a wave around the circle.

The goal of the Live Kudos Meeting is to create a consistent habit of recognition and positive reinforcement. When teams regularly focus on what is going right, it strengthens culture, improves engagement, and supports better service outcomes. Encourage teams to carry this mindset beyond the huddle and continue recognizing and supporting one another throughout the day.