

## **Practising Gratefulness in the Workplace**

### ***Workplace***

**Those in leadership need to say thank you authentically both in public and private.**

This practice sets the tone of the workplace and if people have experienced negative workplaces previously it helps them to feel safe. Thank those people who never get thanked. There is always one group who gets the glory but others who never get a look in, who without their contribution nothing would run.

### **Saying thank you needs to be authentic**

Details are important. You need to be specific about the benefits of a person, action, or thing. It increases your own appreciation—and it tells a person that you are paying attention, rather than just going through the motions.

### **Build platforms to express gratitude**

Bulletin boards sometimes called Gratitude Walls can be used to communicate gratitude for people and/or a job well done. Research shows that giving gifts may have an important effect on working relationships and reciprocity—and non-monetary

gifts are the most beneficial, such as taking a cut of the work, sharing a parking space or having some time off.

### **Make time for reflection**

If your office has gone through a crisis, hold a meeting with the aim of gaining a new perspective on the incident. Researchers suggest the following questions:

- What lessons did the experience teach us?
- Can we find ways to be thankful for what happened to us now, even though we were not at the time it happened?
- What ability did the experience draw out of us that surprised us?
- Are there ways we have become a better workplace because of it?
- Has the experience removed an obstacle that previously prevented us from feeling grateful?

### ***Small Business***

**Take your employees out for one on one time to talk about them.**

When you get a chance to spend time with your employees, one on one, focus on them, you'll be surprised what it can build in your relationship. In a growing business you always have good and bad. It's important to stay connected. Point out the things that you have achieved as a team and those they

have achieved individually. We can get caught up on moving forward and forgetting about those little achievements that everyone where they are today, reminding them to be grateful for the steps they've made to get there. From the Trainee to the CEO, one on one time is valuable.

### **Record your challenges and your wins.**

Record dates when key things have happened in the business. It's been fun to look back and go "WOW I can't believe I struggled so much with that, it's so easy now". It changes your perception on new challenges you are facing and makes you feel grateful for the work that has been done.

### **Handwritten thank you notes.**

Write handwritten thank you notes. Call it what you like, being grateful for your customers is the best way (in my opinion) to practice gratitude in your business. And it doesn't have to only be to customers, it could be to suppliers and anyone who has helped you in your business to date. Schedule some time to write your notes and send out every week, you'll never forget a moment that's worth your thanks.

So what are *you* grateful for?