

## Gratitude in the Workplace

Over the past few years, times have been tough for business with the recession. Recent layoffs as a result of these hard financial times have created new stress in the workplace. Often the employees who survive the layoffs are left feeling unsettled, uncertain, and even fearful about their job security. As a result, the morale in the company can decline.

Now what can you do to help your work environment become more positive? The practice of gratitude and appreciation can create and revitalize “esprit de corps” at your company.

When employees and co-workers feel appreciated, they will have more loyalty and will be more motivated, creative, and productive. It is well known that feeling unappreciated or disrespected is the number one reason people quit their jobs.

***“Among all emotions, there is one which, more than any other, accounts for the presence or absence of stress in human relations: that is the feeling of gratitude.”*** — Dr. Hans Selye of McGill University

What exactly is gratitude? Gratitude can be described as “the quality or feeling of being grateful or thankful: *He expressed his gratitude to everyone on the staff.*”

The use of gratitude is a very cost effective way to enhance any work environment. I have personally witnessed two different teams in the same company have remarkable results using gratitude. Team A began each meeting with a few moments of gratitude and sharing “wins” of the week while Team B simply began the weekly meetings with business and/or training. The creativity and productivity in Team A was incredible!

Here are five practical ways that you can encourage your team, employees and/or managers to use gratitude in your work place.

- 1) Begin each meeting by having individual team members share their “wins” since the last meeting. This could include what they have accomplished and what they are grateful for such as a co-worker’s assistance, a perk in the workplace, or a great conversation they recently had.
- 2) Encourage each employee to send out 3 gratitude cards per week.
- 3) Send out grateful emails each week. This can be within the organization and/or to a supplier or other business colleague.
- 4) Post a sticky note on a colleague’s desk thanking them for some deed they did or leave your business card with a note of appreciation on the back.
- 5) Have a “gratitude day” to raise funds for a local charity. Give each employee a pad of sticky notes for a donation and encourage them to use

them all by the end of the day. Have a prize for the individual who is most grateful.

Start using these simple exercises today and watch the changes that happen as a result of individuals and teams feeling completely appreciated.

Author: Sylvia Plester-Silk  
On Purpose Consulting  
[www.onpurposeconsulting.ca](http://www.onpurposeconsulting.ca)