



Gratitude is the by-product of being grateful. Being thankful and more so, appreciative of what you have and where you are. Gratitude is something that allows one to be happy with their present position. Having gratitude helps a person to add to the nature of their environment. This inevitably contributing to the positive culture that they're in.

Gratitude in the workplace has the capacity to positively affect many different areas. Office culture and the ability to produce a higher standard of work are two areas where gratitude can pay dividends.

5 TIPS TO ENCOURAGE GRATITUDE

- 1 Make a list.** Make a list of what you are thankful for in your organization. Are there standout people making a difference? Are you proud of new accomplishments? Taking time to stop and make a list of what brings you joy at work can ground you. Then, take the time to share your responses with your team.
- 2 Acknowledge what's going right.** When you're overwhelmed, it's easy to assume you can't change your situation, but there are things that may always be outside of your control: other people's behavior, weather, a financial crisis, or just plain bad timing. Ask yourself, "Do I have the skills, information, resources, or relationships that enable me to change or influence this situation?" For things that you can't control, recognize that you do have the ability to choose how to interpret or frame them.
- 3 Quality not quantity.** Authenticity is something that must be taken into consideration whilst showing gratitude. Because without being authentic, the gesture is undermined. The quality of the gesture is more important than the quantity in which you disperse.
- 4 Thank the unsung heroes.** Often within an organisation there are specific groups of people who regularly get thanked. This happens while others do so on a much irregular basis. Thank those people too, because they're still an important part of the team.
- 5 Recognise team success as well as personal success.** Has a client or a leader sent praising feedback your way? Relay the good praises down the line. Engage your team and let them know they're doing great. Because without them, you would have a lot more work to do all by yourself!