

THE EXTRA POINT

BY JERRY ROBERTS



956 Fitting Gratitude Into Your Workplace

Success in life and career is certainly made easier when you have the right answers when you need them. However, getting the right answers is usually determined by asking the right questions. When you don't, that can be a problem. I'm Jerry Roberts, and I've got a painful example of this coming next, on *The Extra Point*.

Tomorrow, for most people in Guam, the Thanksgiving holiday will be celebrated. It's a time of joy, and a time to express gratitude for all the things we've been blessed with.

Gratitude is a wonderful thing. In our family and perhaps in yours, one tradition is that, before we eat, and just before the prayer, we go around the room and announce what we're grateful for.

Research is clear, practicing gratitude on a regular basis has a powerful positive effect on our well-being.

Most folks consider gratitude to be a personal thing, and it's generally not the focus of workplace conversations. The job is where we do things to generate a product or service. There are deadlines to meet, and it's all very transactional.

We need to maintain a certain degree of professionalism at work, don't we? Where does gratitude fit in that scenario?

In my opinion, and I'm not alone, given the amount of time we spend with coworkers — an average of 2,000 hours per year — the workplace is a perfect spot to share thoughts about gratitude. A growing body of research agrees, showing that creating a culture of gratitude in your organization can improve the individual well-being of employees, increase trust, and overall employee engagement.

I was reading on this topic a few days ago,

and learned that about 20 years ago, Robert Emmons, a pioneer in gratitude research, noted that studies on gratitude in organizations and its impact was virtually non-existent. It remained that way until five years ago.

In 2016, a group of researchers released a study called *The Grateful Workplace*, which looked into two specific areas. One, to determine the benefits of gratitude at work; and two, to see which organizational practices succeed in making gratitude a part of workplace culture.

The next year, the Greater Good Science Center at University of California Berkeley held a conference called "*Gratitude and Well-Being at Work*."

The research showed that gratitude in the workplace results in less stress, greater positivity, fewer sick days, increased trust, and higher job satisfaction. If you're keeping score, that means there is both a boost in attitude toward their job and organization, and also a dollars a cents bonus in reduced absences and more productivity.

Today, the day before Thanksgiving, is an opportune time to discuss gratitude with team members. If you're having lunch together, do it then. Or, you could wait until Friday, after the holiday. In any case, it's a simple exercise.

1. Each person gets a turn to express gratitude for something at work. It could be a project, an event, personal development, or whatever they're grateful for.

2. The second step is to recognize someone on the team they're grateful for, and why. Keep in mind, some people are shy and won't mind discussing gratitude for something at work, but may not feel comfortable making it personal. That's okay.

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3. The last part is to mention what they're grateful for outside of work.

Some teams will use all three steps, and some will do only the first. However you go about it will be right for you. The key is to introduce the element of gratitude in your workplace.

I wish a Happy Thanksgiving to my family here at The Point, and all of Choice Broadcasting. I'm grateful for the opportunity to come here and share ideas.

For you, the listener, or viewer on Facebook and YouTube, I'm grateful for you as well, and wish you and your family a blessed Thanksgiving.

That's the Extra Point. Be responsible and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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