

7-Day Gratitude Challenge

We know that leaders who embrace gratitude at work will reap numerous benefits, including higher self-esteem and life satisfaction. Organizations that encourage gratitude will foster a more engaged and productive workforce. We also know that gratitude is especially important during change and transition, precisely because change requires teamwork. If you're a leader ready to improve your gratitude practice — and your team's job satisfaction — join us for this week-long challenge.

Monday: Make space for gratitude.

Take time today to create a physical or virtual space for members of your team to share shout-outs, kudos, and words of thanks. This can be a literal wall or whiteboard in a common area, or given today's new hybrid workplace, you could offer a shared digital space that everyone can access such as a Slack channel or internal newsletter. Be creative! A public display is a great way to introduce gratitude into your workplace culture and keep employees feeling appreciated and motivated.

Tuesday: Talk about the importance of gratitude with your team.

Let them know about this challenge, introduce them to the gratitude space you created on Monday, and work together to brainstorm more ways you can be intentional about incorporating gratitude into your regular meetings and communications.

Wednesday: Write a list of the big and small things you're grateful for.

It can be as simple as 3 things you appreciate, jotted down on a Post-It note. Or if you're the journaling type, consider starting a gratitude journal. Even if you take time just once a week to write out what you're grateful for, research suggests that regularly writing down what you're thankful for makes you more grateful — and content — long term.

Thursday: Thank someone on your team with a written note.

An email or handwritten note will do! But make your "Thank you" the main subject and get specific. Saying "Thanks for being so awesome" doesn't have the same impact as "Thank you for putting together the slide deck and then troubleshooting our screen-sharing issues on Zoom this morning; I had been feeling overwhelmed, but your support and technical prowess calmed me down and gave me added confidence in our presentation."

Friday: Focus on your people, not performance.

Make a list of everyone you work with regularly and write down their individual characteristics that make you grateful. Maybe it's their enthusiasm for new projects, commitment to detail, or humor in meetings. Remember that gratitude at work doesn't need to be about their impact on the bottom line.

Saturday: Savor an activity or hobby you love.

Be intentional about carving out time for something that brings you joy, and pay specific attention to the details about it that bring you such happiness. Maybe it's the smell of butter sizzling when you prepare breakfast for your family, or the sound of the birds you encounter on a walk around your neighborhood. Noticing and being grateful for the details of what brings you satisfaction just makes you even more joyful.

Sunday: Spend some time reflecting.

Think about the aspect of your life, both at home and at work, that you're most grateful for. Perhaps consult and add to the list you started on Wednesday and take note of how you feel after doing this for 5 minutes. We're pretty certain you'll feel better than you did last week.