

# EAP Newsletter JULY 24

This month we look at the power of practicing a gratitude mindset, and the positive effects it can have in the workplace.

## Why should you apply gratitude in the workplace?

Researchers define appreciation as the act of acknowledging the goodness in life. In other words, seeing the positives in events, experiences, or other people.

### **Gratitude goes a step further:**

**It recognises how the positive things in our lives, like success at work, are often due to forces outside of ourselves, particularly the efforts of other people.**

This kind of thinking can seem countercultural in the realm of hierarchies and promotions, where everyone is trying to get ahead and maybe reluctant to acknowledge their reliance on, or express emotions to their co-workers.

However, evidence suggests that gratitude and appreciation displayed in the workplace may in fact contribute to the kind of workplace environments where employees really want to come to work.

Gratitude can be defined as a positive emotion felt after receiving something valuable. Research shows that grateful people are happier, experience more positive emotions, relish good experiences, improve their health,

handle adversity better, and build strong relationships. Gratitude fosters positive social interactions and strengthens personal and professional bonds, creating a supportive network that enhances success. Strong relationships, built on appreciation and valuing others, are essential for success. Therefore, gratitude can cultivate an emotionally intelligent and empathetic workplace where employees feel valued and practice compassion and forgiveness.

**The research is clear: gratitude is good for you, for the person you're saying thanks to, and for your team.**

**WorkHuman** research has shown that people thanked at work in the last month are :

- **Half as likely to be looking for a new job**
- **More than twice as likely to be highly engaged**
- **More than twice as likely to feel respected at work**
- **More than three times as likely to see a path to grow in the organisation**



# Ways to express gratitude at work:



## Say “thank you”

While this might seem like the easiest way to show recognition, it’s the most potent one. Everyone needs to hear that their work is appreciated and have their efforts acknowledged. Saying “thank you” and praising co-workers daily improves workplace relationships.



## Simple acts of kindness

Random acts of kindness are small, simple, and unexpected gestures that can have a big impact on others. Any act you do without a motive that stimulates a sense of happiness and joy in others counts as a random act of kindness. You could give up your free time to help a coworker meet a deadline or shout someone a coffee.



## Make space for gratitude in the office

Cultivate gratitude at work by beginning team meetings by sharing a short statement of appreciation or karakia or try inviting everyone to share one thing they’re grateful for.



## Celebrate events

Pay attention to special events in your colleagues’ lives, from family milestones like kids’ graduations, births or weddings.



## Take it outside the office

Celebrate the success of a project with gatherings outside work and show gratitude for your colleague’s efforts in a group, to make them feel recognised.



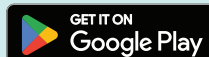
## Expressing appreciation for a team’s effort

Acknowledge a team’s efforts by focusing on what they did right, ask them for their input, and what went wrong will naturally come up and be reflected on as a learning point and not a criticism.

## Feel the benefits of gratitude

Download the **habithealth+** app today and prioritise your wellbeing with our ‘gratitude journey’.

Download from  
the app store today.



**Our team are here to help**

To make an appointment, book online at [eap services.co.nz](https://eap services.co.nz),  
by calling **0800 327 669** or by scanning the **QR code**

[eap services.co.nz](https://eap services.co.nz)