

Leading with Gratitude

“Gratitude can transform common days into thanksgivings, turn routine jobs into joy, and change ordinary opportunities into blessings.” - William Arthur Ward

Expressing gratitude with your employees and colleagues leads to improved:

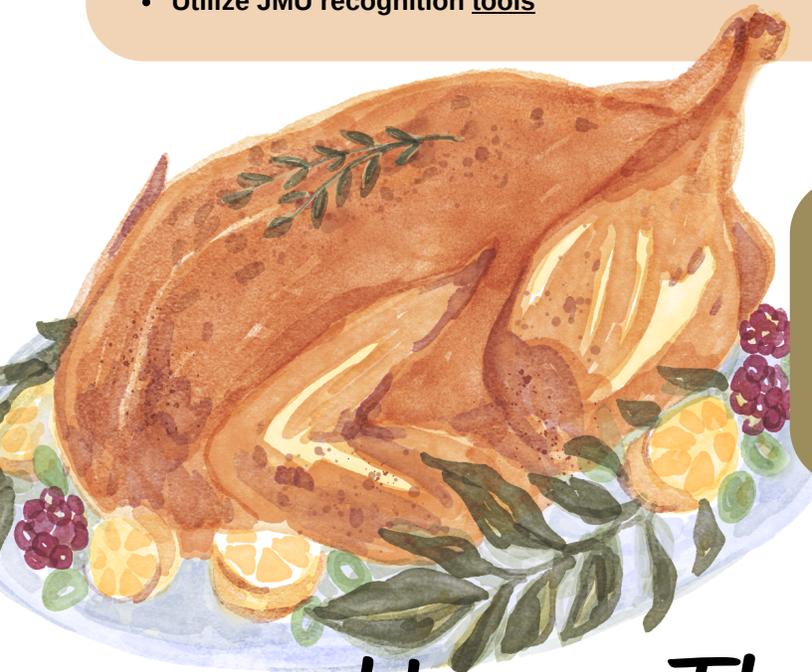
Engagement
Relationships
Motivation

Productivity
Positivity
Job satisfaction

Happiness
Physical & mental health
Workplace culture

How to build a culture of gratitude:

- Establish personal practice of gratitude. Take time daily (or weekly) to reflect on things for which you are personally grateful
- Practice on-the-spot gratitude; see it and say it
- Designate time during staff meetings in which to express your gratitude for each other and to share praises
- Send thank you notes
- Celebrate milestones such as work anniversaries, birthdays, etc.
- Provide treats or small tokens of appreciation
- Create gratitude bulletin boards (physical or virtual)
- Take an interest in how others are doing and what is going on with them, both professionally and personally
- Utilize JMU recognition [tools](#)



To make your gratitude more impactful:

- Connect appreciation to departmental values
- Be genuine/authentic
- Share details and examples instead of generalizations, such as “Thank you for all you do”

“When I started counting my blessings, my whole life turned around.” — Willie Nelson

Happy Thanksgiving!

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