

# WORKPLACE GRATITUDE CHALLENGE

As the holidays approach, why not host a gratitude challenge to help everyone stay motivated and more positive. Research shows not only does this help with fostering a happier environment, it can improve employees' overall health and wellbeing.



## **Workplace gratitude has been linked to:**

- Fewer sick days
- Greater job satisfaction
- Lower levels of work stress
- Greater confidence in our ability to achieve goals

## **WAYS TO CREATE THE CHALLENGE**

To create the workplace gratitude challenge you only need three things:

### **1. Prompts:**

- Two Options: A list of prompt questions specific for work or a 30-day challenge calendar with prompts for all areas of life.

2. **Space:** Create a gratitude board or space (sample shown) where employees can post their responses. It can be a white or cork board along with post-it (leaves or pumpkin) notes making it convenient to participate and share responses. I know how creative you guys are so make it fun! If you have separate buildings, perhaps each could have their own space to share or they can send an email to the designated "Gratitude Gatherer" at the main posting site.



3. **Sharing:** Consider sharing some of the responses during team meetings. Maybe add five minutes at the beginning or end of your meetings for people to express their gratitude based on one or more of the prompts. Consider adding this time to every team meeting throughout November (or whenever you start your 30-day challenge).

Since some employees might be a little reluctant to participate, consider asking the leaders to kick it off by sharing them share their responses.

**NOTE TO WELLNESS CHAMPS:** Please take photos of your gratitude space and share how it went. I'll have them posted on the JIF website for bragging rights! Just email me at the end of your challenge....[debby\\_schiffer@targetingwellness.com](mailto:debby_schiffer@targetingwellness.com).

# PROMPTS TO HELP GENERATE GRATITUDE

## Encourage your employees to thank someone every business day throughout the month

Each day\*, give thanks to someone who:

1. Makes your municipality a more enjoyable place to work.
2. Helped you solve a difficult problem.
3. Gave you valuable feedback.
4. Is a manager who helped you achieve your goal.
5. Is a direct report who made your life easier.
6. Supported you during a rough period.
7. Is always there to answer your questions and support you.
8. Has given you exciting opportunities.
9. Let's you bounce ideas off them.
10. Is a great teammate to work with.
11. Gave you a great idea for a project or in dealing with a difficult situation.
12. Helped you meet a tight deadline.
13. Taught you a valuable skill.
14. Inspires you to become better.
15. Gave you access to a valuable resource.
16. Let you shadow them.
17. Helped you become more productive.
18. Provided career advice and/or mentorship.

You can release these prompts all at once and let the employee choose the ones that resonate most with him/her.

\*There are no hard set rules so make it work for your municipality and department. How often could be left up to the individual, however, I would encourage participants to post at least once a week.



# 30-DAY GRATITUDE CHALLENGE

## COVERING ALL AREAS OF LIFE

1

3 Things that make you special

2

3 People you are grateful for and why

3

3 Simple things you are grateful for

4

A challenging experience that made you strong

5

3 Ways to inject gratitude into a current challenge

6

Describe the last time you did something nice

7

A fear you have overcome

8

3 Activities you enjoy most and why

9

What made you smile today?

10

3 Things you love about your family

11

What is your favorite place and why?

12

3 Things you love most about yourself

13

The last time you were overcome with joy

14

A risk you are grateful you took and why

15

3 Everyday items you are grateful for

16

3 Songs that bring you joy

17

What skill are you grateful for and why?

18

One luxury you are thankful for

19

Describe a rejection you are grateful for

20

3 Things about your body you are grateful for

21

What you are most grateful for in your daily life?

22

3 Things you are grateful for about where you live

23

3 Items in your home you are grateful for

24

Say thank you to someone

25

Something in nature you are grateful for

26

A person in your past you are grateful for

27

Something at work you are grateful for

28

Describe the last time you laughed so hard you cried

29

What is your proudest accomplishment?

30

3 Things you want to manifest