Gratitude guide for managers

Reinforce the benefits of feeling thankful or expressing gratitude to someone:

- An almost immediate feeling of positive emotions (i.e., hope, relief, peace, love, affection, contentment, inspiration)
- Learn to deal with adversity by reframing a negative experience
- Get (re-)connected with people with whom you live and work
- Learn and feel the virtues of humility and grace
- Eases fears and opens realization to the abundances that you already possess
- Develops and reinforces your focus on your path toward your own goals
- Learn to recognize and ignore negative distractions

6 practices that help develop gratitude

**Challenge your staff to random acts of kindness.** These can be words or actions, such as simply saying *thank you*; writing a short note of encouragement; noticing when others are kind and acknowledging it to them; surprising someone with a kind act, such as answering a patient call for them. Thank one another at the end of a shift.

**Invite staff to regularly think about the people and things they are grateful for.** This can be a spouse or partner, family, friends, health, food, their home, their job, or co-workers. Better yet, say or even text kind words to someone. Encourage them to think about how those things and people make them feel. This helps reframe a negative attitude or a hard day.

**Create a staff gratitude bulletin board on your unit** with notes of thankfulness. Think about the invisible actions of others: the Cambus or van driver, another co-worker, a patient or family member, that Spring is here, a walk or run you took and what you noticed that sparked joy. Thank someone for jumping in to help you.

**Suggest practicing meditation** as a way to develop a mindful attitude and help set intentions. There are guided meditations apps for specific needs with varying lengths of time (three to 20 minutes).

**Remind staff to care for their own spirituality.**

**Suggest the benefits of journaling** because it helps us remember details which enrich the stories we will tell ourselves and others in time. Write about an experience, create a poem, develop a word list, or draw a picture.

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