

**A GRATEFUL WORKPLACE:  
THE BENEFITS OF PRACTICING  
GRATITUDE AT WORK**

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**June, 2016**

- Emotion stemming from recognizing the good things in our lives and the role that others have played in those good things.

-Emmons & McCullough, 2003, Emmons, 2010

- Emotion resulting from noticing and appreciating the positive in the world.

-Wood et al., 2010



Gratitude: What is it?

## Practicing Gratitude:

- increases life satisfaction
- increases positive affect
- decreases negative affect/depressive symptoms
- increases social worth
- promotes pro-social behavior
- reduces symptoms of physical illness

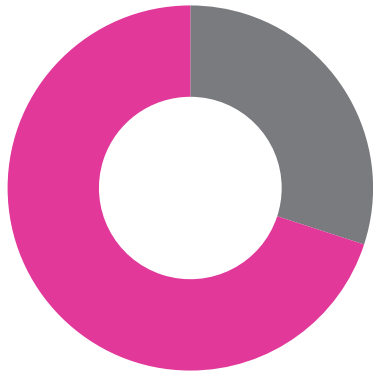
## Gratitude: Past Research

# IS GRATITUDE A PART OF WORKPLACE CULTURE?

**Tell me again how lucky  
I am to work here ...**

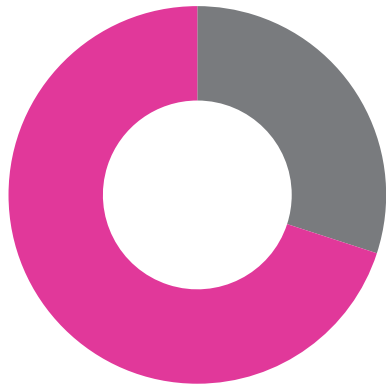
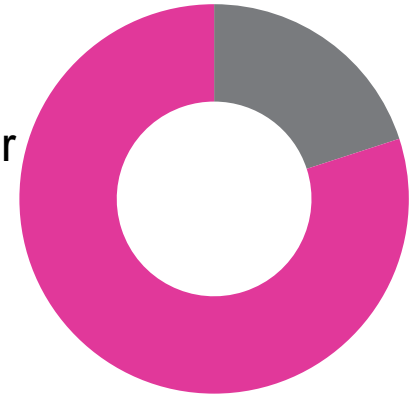


**I keep  
forgetting**



Only 30% of employees thank their co-worker more than once a week

Only 20% of employees thank their boss more than once a week



29% of employees never thank a co-worker!

## Gratitude at Work

# Gratitude has a place in the workplace

- linked to job satisfaction
- positive affect well-being
- decreased self-reported absenteeism
- decreased aspects of burnout
- better at perspective-taking
- more open to new ideas
- promotes pro-sociality

## Gratitude at Work

- Is focusing employees specifically on workplace gratitude more beneficial than general gratitude?
- By encouraging employees to reflect on, list and describe what they are grateful for at work, can employers promote a positive working environment and job satisfaction?

## **Study 1: Building Gratitude at Work**

- 65 employees ( $M_{age} = 31$   $SD = 10.93$ , 29 male, 35 female, 1 undeclared)
- Half wrote about the three things they are grateful for in their life and described why.
- The other half wrote about the three things they are grateful for at work and described why.
- Completed questions relating to current and predicted job satisfaction and sense of community.

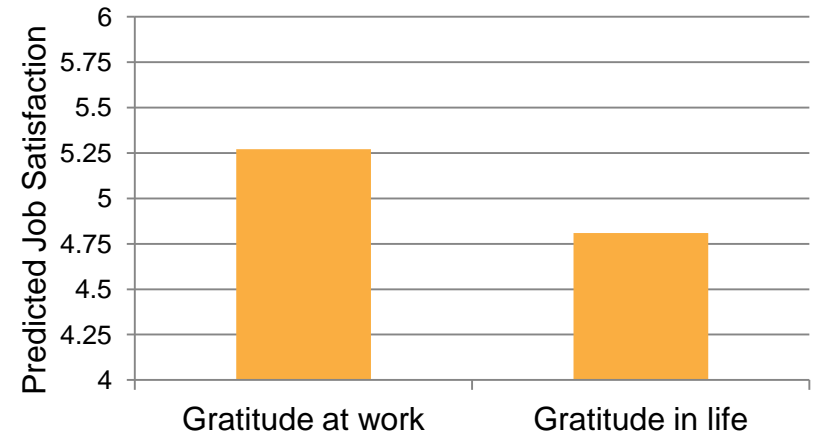
## Study 1: Building Gratitude at Work



### The impact of workplace gratitude on job satisfaction



### The impact of workplace gratitude on predicted job satisfaction



### The impact of workplace gratitude on sense of community



Response scale: 1-7, higher scores reflect greater satisfaction/community

$F(1, 65) = 5.23, p = .03$ ;  $F(1, 65) = 3.73, p = .06$ ;  $F(1, 65) = 4.57, p = .04$



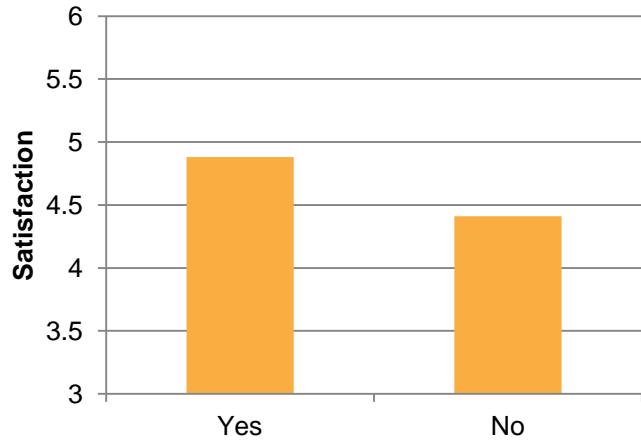
- Valuing people and a positive culture = more beneficial
- Valuing external benefits = less beneficial
  
- 467 employees ( $M_{age}=35.16, SD=11.40$ , 192 Ms, 273 Fs, 1 other, 1 undeclared)
  - List the top 5 things you're grateful for at work
  - Coded responses and looked at how different response categories related to scores on job satisfaction and engagement

## Study 2: Is All Workplace Gratitude Equal?

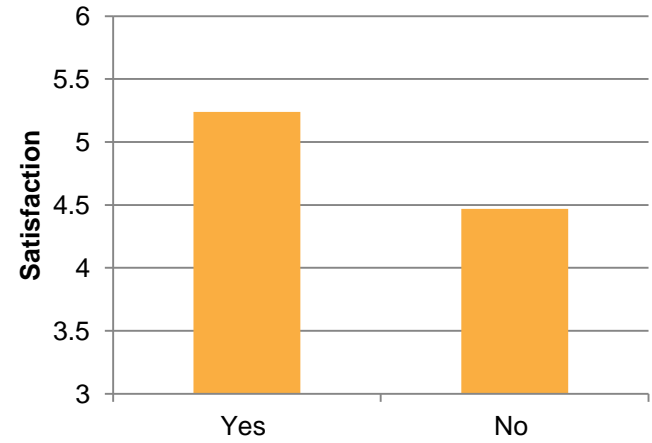
- What were participants grateful for?
  - Co-workers (62%)
  - Managers (30%)
  - Culture (16%)
  - Pay/Perks (56%)

## **Study 2: Is All Workplace Gratitude Equal?**

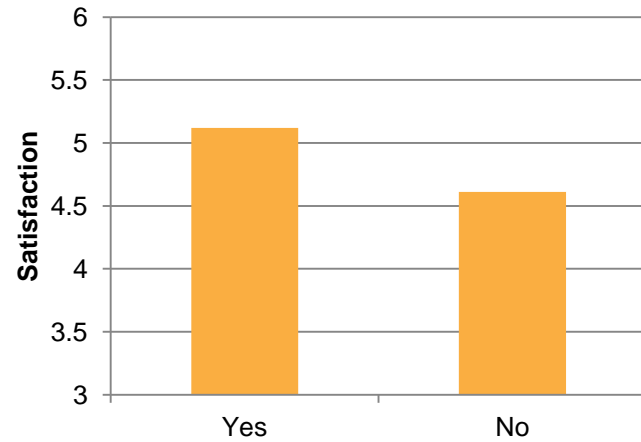
**Listed Co-workers**



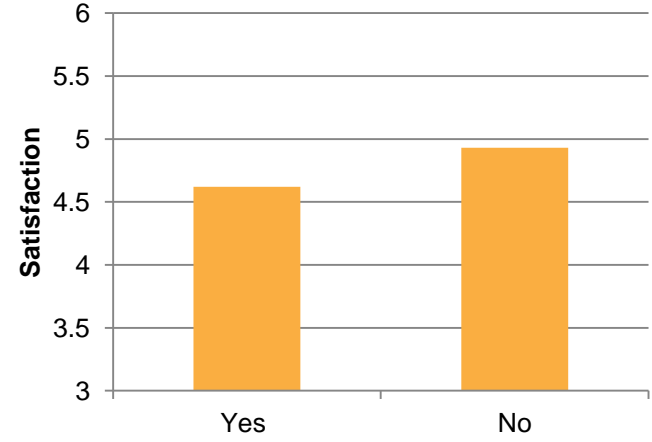
**Listed Managers**



**Listed Culture**

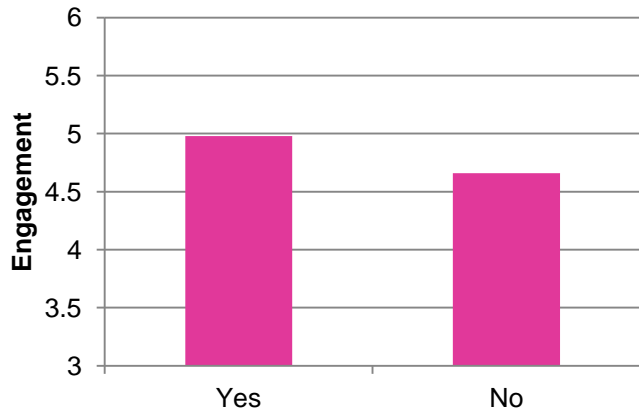


**Listed Pay/Perks**

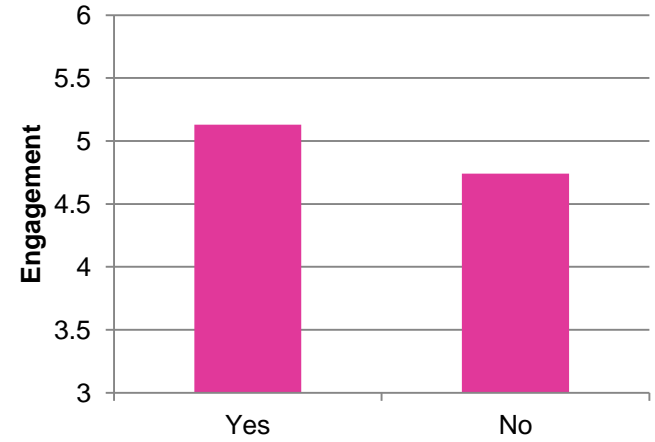


# Job Satisfaction

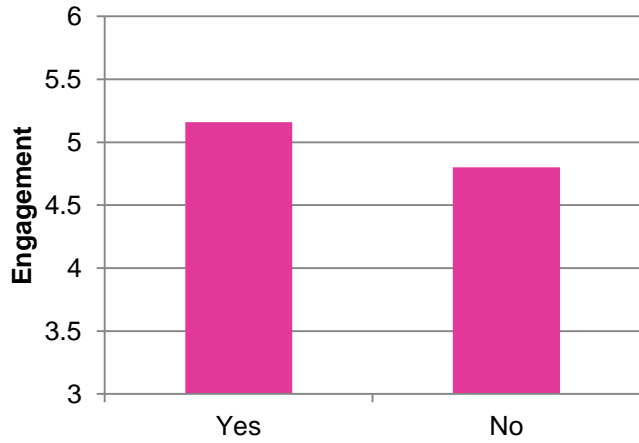
**Listed Co-workers**



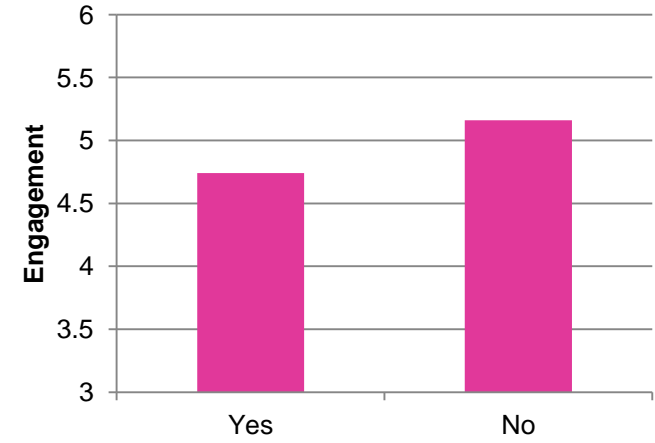
**Listed Managers**



**Listed Culture**



**Listed Pay/Perks**



# Job Engagement

- Low cost, big impact
- Shift in mindset
  - finding the positives
  - changing the way we think about the workplace



## **Studies 1 and 2: Broad Implications**

- Accept it might be hard at first
- Get in the habit
- Share with one another
- Be creative!

**Effectively Implementing Gratitude Activities**



#GRATITUDE!

PLASTICITY MEETING  
ROOM BLOCKS.

	M	T	W	Th	F
CAMEL	9:00 11:00	12:00 2:00	9:30 11:00	12:00 2:00	9:30 11:00
FAKE	3:00 4:30		1:00 2:30		1:00 2:30

OUTSIDE OF THESE TIME BLOCKS:  
PAM & VALERIE

Who is coming with us?

Miami-March Break  
2017!

Watch your **thoughts** for they become your **beliefs**

Watch your **words** for they become your **actions**

Watch your **actions** for they become your **habits**

Watch your **habits** for they become your **character**

Watch your **character** for it becomes your **DESTINY**

PLASTICITY  
WORLD'S BIGGEST  
#GRATITUDE  
WALL

our Plasticity team

LOVE WATCHING MATT DANCE!

Welcome Sarah May!

Never doubt that a group of thoughtful committed citizens can change the world. Indeed, it is the only thing that ever has!

THU



- Accept it might be hard at first
- Get in the habit
- Share with one another
- Be creative!
- Lead by example and gather insight

**Effectively Implementing Gratitude Activities**