



November Tip for Managers

Acts of Kindness A Workplace Standard

More and more experts insist that a kind work culture is now a workplace standard. [Kindness.org](https://www.kindness.org/), a nonprofit that explores the science and psychology of the benefits of kindness, reports a direct link between kindness and overall employee happiness and job satisfaction. It's not only nice to have, but a critical factor to workplace success.

COMMIT TO KINDNESS AT WORK

Creating a culture of kindness shows employees that they are valued. It boosts belonging and safety, which in turn improves engagement, satisfaction, and performance. Being kind to others starts with being kind to yourself. Set priorities and boundaries and take time to recharge when you need it. Once you meet your own needs, you can turn your attention to others.

Studies show kindness is contagious. Try performing a few acts of kindness every day. Once you get in the habit, it will become second nature. Here are a few tips.

Maintain relationships. Plan to meet with your team members. Ask about their family, pets, or a recent activity. Show you care.

Greet with a smile. Smiling can boost your mood, reduce blood pressure, increase endurance, and reduce pain and stress. A smile is also contagious. When someone smiles, the person they're smiling at has a natural inclination to smile back.

Encourage recognition. When employees are recognized, they feel more valued and appreciated. If someone does a great job, don't be shy, acknowledge them – maybe during a team meeting, or with a note or personalized gift.

Listen. Active listening will help you learn more about your team and will help keep the lines of communication open.

Lend a hand. Even if you're busy, it's important to make time for coworkers who might need a helping hand, even if it isn't part of your role.

Offer to mentor someone. Sharing your expertise can impact an employee's development and boost their confidence.

LEARN MORE

- [Ted Talk](#). *Value of Kindness at Work.*
- [HBR](#). *Why Kindness at Work Pays Off.*
- [Concern](#). *Want to Build Empathy. Set a Kindness Cue.*
- [Forbes](#). *Kindness at Work. The New Link to Engagement & Performance.*

This tip sheet is intended for informational purposes only. If you find your level of stress is impacting your wellbeing, you can contact us for help and support.

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