

Neely

Everyone deserves a little couch-time.



Using Gratitude to Reduce Stress in the Workplace

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A stylized, dark grey leaf graphic with several pointed leaves, positioned in the upper left corner of the slide. The background is split into a dark grey circle on the left and a light beige area on the right.

introduction to gratitude

what is gratitude?

benefits

the science of gratitude





- increases happiness and positive emotions
- reduces the risk of depression, anxiety, and stress
- enhances empathy and reduces aggression

"Gratitude and Well Being: The Benefits of Appreciation" by Randy A. Sansone, MD, and Lori A. Sansone, MD. *Psychiatry (Edgmont)*. 2010 Nov; 7(11): 18–22.



“Physiological changes associated with gratitude are typically a reduction in blood pressure and increase in vagal tone, which is taken as an index of increased parasympathetic influence on the peripheral nervous system.”

DR. EMILIANA SIMON- THOMAS,
SCIENCE DIRECTOR AT THE [GREATER
GOOD SCIENCE CENTER.](#)

research findings

- stress hormones reduced
- correlation between gratitude and lower workplace stress

"The Role of Gratitude in Spiritual Well-being in Asymptomatic Heart Failure Patients" by Paul J. Mills, et al., Spirituality in Clinical Practice, 2015.



what prevents gratitude?



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- headwinds vs. tailwinds
- not habitual
- not practiced
- social norms
- fear of vulnerability
- feeling emotionally unsafe
- discomfort with emotions
- fear of rejection, betrayal, abandonment

feeling gratitude

The background features a light beige gradient. On the right side, there are three overlapping circles: a large brown circle, a smaller olive green circle partially overlapping it, and a white circle with a thin outline partially overlapping the bottom of the brown circle.





gratitude statements





why “thank you” is insufficient

state what happened

state how it made you feel
and why

say thank you



specificity is key to fostering
gratitude

“When you delivered a complete report on time...

“I was relieved and pleased because I no longer had to worry about it.

“Thank You.”



responding to non-
acknowledgement



“No big deal.”

“Just doing my job.”

“No sweat.”



reflection time

why we don't acknowledge gratitude?



fear and anxiety



- fear of obligation
- fear of vulnerability
- feeling emotionally unsafe
- discomfort with emotions
- fear of rejection, betrayal, abandonment



the proper response

“What you said was, ‘No big deal.’”

“When you delivered
your complete report on
time...

“I was relieved and
pleased because I no
longer had to worry
about it.

“Thank You.”



“You’re welcome.”

other gratitude practices



- gratitude journal
- open a meeting with some gratitude statements
- gratitude board



the critical point...



be authentic

gratitude and
problem-solving



final tips & takeaways

- AWARENESS
 - Feel grateful
- PRACTICE DAILY
 - Personal and social
- BE SPECIFIC
 - When you...I felt...Thank you
- NON-ACKNOWLEDGEMENTS ARE NOT OK
 - Reflect and repeat

Journaling
Meetings
Gratitude Boards
Be authentic
Practice

reflection time



thank you



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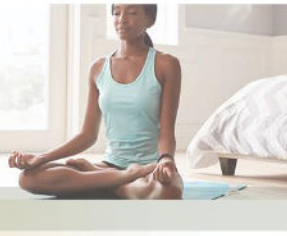
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Resources for total wellbeing

Aware: A MINDFULNESS PROGRAM



FEATURES

- Six telephonic sessions with an Aware specialist who is trained in mindfulness
- An individualized practice plan, tailored to your needs
- Opportunity to experience and learn mindfulness exercises within each scheduled session
- Electronic resources such as a practice plan journal, guided practice exercises and an additional resource guide



The Aware mindfulness program helps you learn to meaningfully engage in the present moment. It offers a research-based approach to stress management, which is derived from some of the world's leading experts in the field.

A specially trained Aware specialist will guide you through a step-by-step process to learn the skills you need to reduce stress, emphasize the present, establish greater mind-body balance and increase overall wellbeing.

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EAP Benefit Spotlight



PRACTICING GRATITUDE

BENEFITS

- Increases happiness and positive emotions
- Reduces the risk of depression, anxiety, and stress
- Enhances empathy and reduces aggression

GRATITUDE ROADBLOCKS

- Headwinds vs. tailwinds
- Not habitual
- Not practiced
- Social norms
- Fear of vulnerability
- Feeling emotionally unsafe
- Discomfort with emotions
- Fear of rejection, betrayal, abandonment

GRATITUDE STATEMENT

When “X happen, I felt “Y”, Because of “Z”

“When you delivered your complete report on time...”

“I was relieved and pleased because I no longer had to worry about it.”

“Thanks.”