



# PIXEL LEADERSHIP GROUP



## MANAGER'S CHEAT SHEET

**Building a Culture of Gratitude**



**pixel**  
LEADERSHIP GROUP



**Pixel Leadership Group, LLC** is a leadership and organization development consulting firm composed of psychologists, business leaders, and social scientists who enjoy applying their collective expertise to help maximize leaders' potential, create inspired and innovative teams, and build people-centric organizational cultures. We use our deep understanding of behavioral and assessment science to develop customized solutions to help our clients achieve their unique goals.

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## BUILDING A CULTURE OF GRATITUDE

Gratitude is a powerful tool for enhancing employee well-being, boosting morale, and strengthening team cohesion. Here's how you can increase gratitude in your workplace, creating a positive, supportive, and productive environment.


### START MEETINGS WITH GRATITUDE

Begin team meetings by asking everyone to share one thing they're grateful for—whether it's related to work or personal life. This sets a positive tone and encourages openness. A gratitude circle fosters connection and reminds everyone to appreciate the small things that contribute to success.

 **Action Tip:** In your next meeting, ask team members to share one professional or personal gratitude moment. Create a 'Gratitude Moment' tradition to kick off every meeting.


### WRITE HANDWRITTEN THANK YOU NOTES

In today's digital age, a handwritten note stands out. Encourage employees to write personalized notes to colleagues, expressing appreciation for specific contributions. This simple gesture can create an immense positive impact and show employees they are valued.

 **Action Tip:** Commit to sending at least one handwritten thank-you note a week. Consider setting up a "gratitude wall" where these notes are displayed for others to see.


### PUBLIC ACKNOWLEDGEMENT OF ACHIEVEMENTS

Recognizing accomplishments in public helps individuals feel valued and appreciated. Whether it's a team shoutout during a meeting or a dedicated recognition program, highlighting achievements strengthens relationships and motivates others to go the extra mile.

 **Action Tip:** During team meetings, dedicate time to publicly recognize individual and team achievements. Alternatively, create a "Gratitude Board" where people can post compliments and kudos for each other.


## PRACTICE ACTIVE LISTENING

Showing gratitude also involves actively listening to others. When team members feel heard and understood, it cultivates a deeper sense of connection. Make it a point to listen with intention and validate people's contributions, ideas, and concerns.

 **Action Tip:** During conversations, give your full attention—no distractions. Reflect back what you've heard and express appreciation for their perspective.


## INTEGRATE GRATITUDE INTO EMPLOYEE FEEDBACK

When offering feedback to employees, balance constructive criticism with genuine recognition of what they've done well. Acknowledging strengths and positive behaviors encourages people to continue their growth and reinforces a culture of gratitude.

 **Action Tip:** When giving feedback, start by highlighting what's going well, followed by suggestions for improvement, and end with more appreciation. Use the "Praise, Advise, Praise" method for feedback.


## FOSTER A "GRATITUDE BUDDY" SYSTEM

Pair employees up as "Gratitude Buddies." Their job is to check in with each other regularly, share positive feedback, and express appreciation. This creates regular opportunities for gratitude, helping to build a habit of acknowledging one another's contributions.

 **Action Tip:** Set up a Gratitude Buddy program and encourage pairs to meet once a week or month to share feedback and thank each other for their efforts.


## ENCOURAGE RANDOM ACTS OF KINDNESS

When small acts of kindness become part of the culture, gratitude becomes contagious. Encourage team members to perform random acts of kindness—whether it's helping a colleague with a task, buying them coffee, or sending a positive message.

 **Action Tip:** Start a "Gratitude Challenge" where team members perform random acts of kindness and share them on a team board or in a group chat. Offer a fun reward for the team member with the most creative act of kindness.


## REFLECT ON GRATITUDE REGULARLY

Encourage a regular gratitude practice, where employees take a few minutes each day or week to reflect on what they're thankful for. This can help individuals shift their mindset from what's missing to what's going well, increasing feelings of happiness and satisfaction at work.

 **Action Tip:** Introduce a daily gratitude practice in your team—ask everyone to write down 3 things they're grateful for at the end of each workday. It's simple but effective!


## CREATE A GRATITUDE RITUAL

Instituting a regular ritual can reinforce the practice of gratitude in the workplace. Consider starting or ending the workday with a short team gratitude practice, such as a few minutes of silent reflection or a "Gratitude Roundtable."

 **Action Tip:** Hold a short weekly "Gratitude Break" where everyone shares something they're thankful for in the workplace. Rotate the facilitator to keep it fresh and engaging.

## LEAD BY EXAMPLE

As a leader, your actions speak louder than words. Lead by showing gratitude in your own behavior. Take the time to thank your team for their hard work, show appreciation for their input, and acknowledge their efforts, especially during tough times.

 **Action Tip:** Take one moment this week to thank each of your direct reports for something specific they've done. Be sure to lead with authenticity—it's more powerful when you genuinely express your appreciation.

Want to be a better manager? Want a high-performing team? Want thriving employees?  
We can help!

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