

Kindness in the workplace

Small acts of kindness can make a big positive difference. As well as helping others to feel more welcome and supported, kindness can also support your own wellbeing and physiology. According to a **study** by Stanford and UC Berkeley, kindness can also kick-start a physiological reaction that can reduce the stress hormone cortisol. Below we've listed a few ways that you can help spread kindness in the workplace, whether you work on site or remotely.



Gratitude

Gratitude is a feeling of 'appreciation' and a great tool to use as part of positive psychology. Practicing gratitude at work can help us to become more mindful and compassionate towards others.



Remember to ask "how are you?"

Typically we may have asked this question face-to-face with colleagues, but with many more people now working in hybrid set-ups, it's important we still find those moments to check-in, such as on calls or through virtual coffee mornings.



Reach out to new colleagues

Making new friends can feel a little daunting when you're new, especially if you're working online a lot of the time. Inviting new colleagues to lunch or to a virtual coffee break is a great way to help them feel welcome and included.



Offer to help

If you notice someone is having a bad day, or is having to work extra hours, offering a helping hand can make a big difference to how that person is feeling. Taking the time to listen to someone else's struggles can help to lighten the load.



Offer praise

Offering praise to colleagues for achievements and hard work will help to create a culture where staff feel valued and rewarded. It can also help to boost morale and help drive performance.



Say "thank you"

Don't forget to say "thank you" to colleagues when they have helped you out or made the extra effort to make you feel welcome. This type of gratitude can help people to feel appreciated and more positive about themselves.

For more information on acts of kindness, see the **Kindness Matters Guide** by Mental Health UK