



Gratitude in Hard Times

When life gets hard — due to workplace stress, personal loss or health challenges — gratitude can feel out of reach. But it's in these moments that gratitude, practiced with self-compassion and honesty, can help us stay grounded and resilient.



TEAM ACTIVITY: GRATITUDE TREE

Create a Gratitude Tree in your department. Invite team members to write notes of thanks or appreciation on leaves and add them to the tree. Celebrate these messages during huddles or meetings.



Find gratitude — don't force it

Gratitude isn't about ignoring pain or "looking on the bright side" at all costs. Try to make space for all your feelings — the hard ones and the hopeful ones. Here are some suggestions:

1. Use "and" statements to stay honest and inclusive, without guilt or shame. For example:
 - » "I'm feeling overwhelmed, and I'm grateful for a quiet moment to myself."
 - » "I'm thankful for my team, and I'm struggling with burnout."
2. Adopt a self-reflection practice. Be open to shifting your focus from what's wrong to what's still good.
 - » Morning: Write down 3 things you're looking forward to today.
 - » Evening: Reflect on your day and note 1 or 2 positive moments.

SMARTIE GOAL: Organize a "Gratitude for the Attitude" team activity in November. Urge team members to place teammates' names in a Gratitude Box each week, with messages expressing appreciation for their outstanding work. Read at least three messages from the Gratitude Box at team meetings or huddles. Make the activity **inclusive** by promoting it during AM and PM shifts. Make it **equitable** by promoting the challenge with other teams, so that all great attitudes are recognized.

