

WHY GRATITUDE MATTERS AT WORK

by:
Rochelle G. Tiongson

The ongoing COVID-19 epidemic has had unquestionably detrimental effects on all facets of the Philippine economy, with the latest Labor Force Survey (LFS) from the Philippine Statistics Authority (PSA) estimating that there were 3.5 million unemployed Filipinos and a 7.4% unemployment rate in 2021.

As a result of dealing with both internal and external stressors, many employees have noticed a decline in their mental health and wellness. Human resources managers have similar challenges as they try to provide emotional support to staff while reporting to executives on issues like low morale, subpar performance, and high turnover.

Working consistently drains our batteries, causing us to become less productive; if they are never recharged, we will cease functioning altogether. The motivation we need to keep going might come from as little as a heartfelt thank you or a small act of gratitude.

The expression of appreciation and thankfulness in the workplace is a valued practice in firms with a high level of employee engagement and performance. According to a study that was published in the Harvard Business Review, practicing thankfulness can strengthen one's resilience, boost well-being, and reduce stress. People are also more likely to assist people who have already shown gratitude since it makes them feel good.

However, it is crucial to remember that only some people desire to be recognized similarly when discussing workplace thankfulness. For instance, while some employees thrive on public acclaim, others may feel compelled to hide under their desks. The workplace brings together individuals with varying communication styles, backgrounds,

and skill sets. It is the responsibility of the employer to understand these differences on an individual level and demonstrate gratitude in multiple ways.

But in the end, gratitude is a vital concept. It is necessary to go beyond praise and positive reinforcement. Gratitude in the workplace doesn't require suppressing negative sentiments like anger, frustration, or despair. Instead, the focus should be on helping managers and staff develop resilience in uncertainty and change. As a result, they can move forward despite the challenge rather than letting it consume them. One of the most beautiful aspects of expressing gratitude is that it can be contagious. A simple "thank you" can alter how employees interact, feel, and perform.

References:

<https://ils.dole.gov.ph/social-dialogue/2021-sd/the-economic-impacts-of-the-covid-19-pandemic-on-collective-bargaining-agreements-in-the-philippines-a-descriptive-analysis>

<https://www.wexinc.com/insights/blog/health/benefits-workplace-gratitude/>

<https://www.theceomagazine.com/opinion/gratitude-at-work/>