Generating Gratitude at Work to Improve Job Satisfaction

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Learning Objectives

1. Understand how job satisfaction and personal well-being are impacted by the cultivation of gratitude.

2. Explain different methods for implementing gratitude tools and techniques to increase job satisfaction.

3. Strategize a process to manifest gratitude techniques in your workplace that will increase teamwork and a collaborative culture.
The Problem

• Job Satisfaction/Retention
  – Impact of employee turnover
• Financial
• Cultural
• Customer
The Problem Continues

• Factors affecting job satisfaction
  – Morale
  – Workload
  – Pay
  – Culture of workplace
  – Supervisor
  – Personal life
Why Gratitude?

• Non-Monetary
• “Grateful people are happy people” (Smith, 2013)
• Positive characteristic linked to life-satisfaction
• Increase health, social support, and self-esteem
Attitude of Gratitude

• Introduction of the theme
• Attitude of Gratitude book
Attitude of Gratitude

- THANKS
  - T: Team/working together
  - H: Happy, healthy, personal life satisfaction
  - A: Attitude
  - N: Nurture-self, relationships, job
  - K: Kindness-to self, relationships, coworkers
  - S: Stretch-take a personal, emotional, physical, or mental
Attitude of Gratitude

- Survey
- Bulletin board
- Social media
- Gratitude gathering
- Faculty meeting moments
- Final Survey
Other ideas

• Start at the top
• Thank those who never get thanked
• Provide many opportunities for gratitude
  – Journaling
  – Gratitude wall
  – RAK
  – Gratitude break
Our Experience

• Overwhelmingly positive
• Increased cohesion and teamwork
• Opened discussion
• Improved relationships
• Increased job satisfaction
References


Thank You