

## Kindness: Be the Change You Want to See

*People who were treated kindly at work repaid it by being 278% more generous to coworkers compared to a control group. Kindness encourages increased health and increased emotional well-being in the workplace in the following ways:*

- ***Increases Energy Levels.*** Acts of kindness release a hormone called serotonin which generates a feeling of calmness and can even boost self-esteem.
- ***Increases Positive Perspectives.*** Kindness also encourages the release of oxytocin which encourages optimism, lowers blood pressure, and promotes cardiovascular health.
- ***Increases Well-Being.*** When you are kind, serotonin is released into your system. Serotonin is the 'feel good' chemical in our brain that generates happiness.

*Being kind at work allows professionals to be more satisfied with their jobs and it can set off a morale-boosting wave throughout an organization. When others witness acts of kindness, they also get a surge of well-being and will often feel encouraged to perform an act of kindness of their own.*

Here are some ways you could demonstrate kindness in the workplace:

- Offer to coordinate 'coffee time' with someone
- Be the last to speak in a conversation and show appreciation for others.
- Spontaneously help a stressed coworker with their deadline.
- Acknowledge others' contributions timely and publicly.
- Congratulate someone on their accomplishments.
- Give your time as freely as you are able.
- Let go of a grudge, we all need second chances.
- Be nice to others, even if they are not your favorite person.
- Don't gossip, there are more intelligent things to talk about.
- Be respectful to others, more than just tolerant.
- Be willing to listen first and ask, "how can I help?"

True success lies in recognizing that we can be responsive and kind to others and promote the environment we want to live in.

*Reference: **The Remarkable Benefits of Kindness at Work**, published February 25, 2018*