

MBRAINING4SUCCESS PROFESSIONAL DEVELOPMENT SERIES

VOL 2 NO. 1: BRINGING GRACE INTO THE WORKPLACE

GRACE

How do we bring more GRACE to work?

I think I run my strongest when I run with joy, with gratitude, with focus, with grace. Kristin Armstrong

GRACE: not usually something you maybe think of in a work context. But it is time to change the way we do work. Stress is rising, disengagement is at epidemic levels and people at work are crying out for a new way forward – I believe that way is GRACE.

- GratITUDE
- ResPECT
- AppRECIATION
- CollABORATION
- ExcELLENCING



Before we look at the five components of GRACE outlined here – let's look at what we know about today's workplace. In the Mental Health at Work Report 2016, 77% of employees report experiencing some mental health problems and 62% said work was a contributing factor (<http://wellbeing.bitc.org.uk/all-resources/research-articles/mental-health-work-report-2016>). The WHO have stated that they expect depression and stress to be the second biggest killer by 2020 (<http://www.schizophrenia.com/newsletter/996/996depression.htm>) and there are alarming reports of workplace suicides, for example 36,000 deaths in USA annually (<http://www.npr.org/sections/health-shots/2015/03/17/393627215/workplace-suicide-rates-rise-sharply>). This is just scratching the surface. What is clear is that this is not just about a "feel good" let's patronize the employees – this is a serious issue which I believe can be helped enormously by changing the way we do work. Whether we are leaders, or employees – there are simple steps to start to create Health Workplaces.



MBIT MIND BITES

Interview with Grant Soosalu on mBraining
<https://www.youtube.com/watch?v=nbILRTj3C08>

YouTube clip:

Simon Sinek: Why leaders eat last:
<https://www.youtube.com/watch?v=ReRcHdeUG9Y>



PUTTING GRACE INTO PRACTICE

For you, your staff and your results in business



The 5 Steps of GRACE, I believe will improve the health and efficiency of the workplace

What are the 5 steps in GRACE?

1. Gratitude

Gratitude (Latin – gracia - means grace, graciousness or gratefulness) is more than just a positive thought or attitude. It is a deep felt sense of warm appreciation for something or someone. Gratitude involves all of your brains.

We have known for a long time the benefits of showing gratitude. The link between gratitude and good health is now well established in the literature

<http://thepositivitycompany.com/research/gratitude-research/> and gratitude is also linked to improvements at work

<http://gbr.pepperdine.edu/2010/08/gratitude-at-work/>.

Above and beyond employees doing more because they feel good, the research shows that “gratitude may positively impact such factors as job satisfaction, loyalty, and citizenship behavior, while reducing employee turnover and increasing organizational profitability and productivity” (Kerns, 2006).

Ways of bringing gratitude into the workplace then include:

- A) Expressing gratitude to colleagues
- B) Individuals recording 3 things they are grateful each day (workplaces can design a staff gratitude diary to encourage this)
- C) Recognize what you have and be grateful for it

2. Respect

This is about showing admiration for and recognizing the value of and appreciating those you work with. It's about diversity and difference, walking in another's shoes to understand their map of the world. It is about deep listening and a willingness to understand – to get alongside. It is allowing each person to shine their own light.

3. Appreciation

Closely aligned to gratitude – appreciation is about thankful recognition. It's about finding ways to show others how much you appreciate them and their contribution.

Find creative ways to let people know how much you value and appreciate what they do and how they do it.

4. Collaboration

We have been experiencing a period of time where hierarchy and autocratic management have been valued and held

in high esteem. Now, there is a global call to change the way we lead – to move to styles of collaboration and cooperation. The need to engage people through showing them they belong and matter has never been so high.

David Rock from the neuroleadership institute in Australia has placed the need for belonging at the base of Maslows Hierarchy of needs along with food, safety and shelter – the need to connect with others. As family structures fracture, the workplace is becoming increasingly part of finding a connection and belonging for people. This can only be done through genuine involvement and inclusion – that will come through authentic collaboration with each and every person, so they can excel at what they do.

5. Excellencing

At a time of austerity and restraint, it is vital we continue to offer good quality of services, at great value. This requires each person to work at a level of excellence, where they strive to do their best (because they want to) and where continuous learning is encouraged and supported.

While this is not meant to be an exhaustive coverage of GRACE – it will hopefully open up dialogue about how we can bring more GRACE to enhance personal and business success.

Suzanne Henwood: mBraining4Success

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