

17th October 2022

Thanks

"To give thanks is good."

Algernon Charles Swinburne, *Ave atque Vale*

According to a recent study, employees who are appreciated for their work are far less likely to jump ship for an opportunity somewhere else.

Microsoft and *Gallup* tell us that some 41% of the global workforce are actively looking for a new job. According to research from *Workhuman*, (<https://workhuman.com>), employers might be overlooking the most powerful weapon in their arsenal when it comes to keeping and attracting talent: saying thank you. While it might seem like an oversimplification, giving thanks can be a great way to impact positively someone's day and work, the research tells us. According to *Workhuman's* survey of some 3,500 global workers, how recently they received thanks had a major impact on a person's willingness to stay at their current company: workers thanked and recognized for their work are half as likely to be looking for a new job; thanked employees are twice as likely to be highly engaged at work; employees who feel recognized are three times as likely to think their work has purpose and, therefore, be happier at work.

The research explains that, while it might be tempting to thank employees only for performance-based achievements – like hitting a sales target – it should go further: thanking someone for lending a hand; providing a different perspective in a meeting; being a positive influence in the workplace; or for remaining dedicated and committed through difficult times. And expressing gratitude shouldn't be treated as a one-off transaction. There are always moments to celebrate and reinforce, even daily. "The key is to keep our eyes open for positives and then share those moments back to employees," the research continues, and concludes, "If you can make gratitude a part of your routine, you'll build morale, trust and stronger personal connections across the organization."

"If you can make gratitude part of your routine" ... How can this mantra be applied in *all* of our lives? Families? Relationships? Faith communities? Friendships? Sales' transactions? "To give thanks is good," Swinburne tells us. And this new research proves the point. So make sure we put our gratitude into practice – for everyone's benefit.

A prayer for today

If I say "thank you" to God as I should, might I also say "thank you" to others as I should?

An original reflection by © Tom Gordon

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