

Thanksgiving Day

Expression of gratitude reflects positive attitude of the employees towards the company which has a powerful effect.

Expression of gratitude, a positive attitude, enables people to feel valued. It increases pro-social behavior. Research by Francesca Gino of Univ. of North Carolina and Adam Grant of Wharton show that gratitude expressed in business increased quantum of business by up to 50%.

Thanksgiving Day, a holiday celebrated in the United States on the fourth Thursday in November every year is a day of giving thanks for the blessing of the harvest and is also a celebration in acknowledgment of kindness. Families like to reflect on the year and give thanks for their blessings. Francesca Gino writes that the idea behind this is to thank all people who have helped them in their lives and express gratitude to them. Gino says that we often forget expressing gratitude at our workplace, which is equally important.

A recent survey released in 2013 on 2000 Americans by John Templeton Foundation says majority of the people are not thankful to their job and work related people who have helped them.

In fact there are several benefits in feeling and extending thanks:

- Indication of positive experiences
- Reduces stress and is a coping mechanism
- Helps in meeting challenges with courage
- Strengthens social relationships
- Gives greater life-satisfaction
- Improves health and well-being
- Makes a positive impact on the receiver
- Connects people.
- Leaves powerful and long-lasting effects on the receivers
- Enables people to be socially valued and increases pro-social behavior

Several research studies show that those who thanked have received several benefits compared to those who did not and thanks receivers were more inclined to help further than those who did not receive thanking expressions or letters.

The author says people should make use of thanks giving not only on Thanksgiving Day but also during other occasions to make work happier, meaningful and constructive. Thanksgiving is a positive attitude which improves our health and well-being

Attitude is the way people form an opinion, their thoughts or feelings toward a certain object, people or events. It generally remains the same for a long period unless influenced by external forces. It can be negative or positive. It is the feelings or beliefs held by an individual toward an object, person or event.

Source: Francesca Gino, Be Grateful More Often, HBR Blog Network, November 26, 2013

Discussion Questions

1. Explain attitude

(Hints: forming opinions- positive and negative- adds value- organizational effect)

2. What are the benefits in thanksgiving?

(Hints: reduces stress- meeting challenges- strengthens relationships- improves health- connects people- increases social behavior)