



Five Ways to Support Your Kind Culture

Here are five ways to support a culture of kindness at your workplace as you establish your practice and work to keep it active, along with some suggested activities.

1. Create Visual Reminders

Visual representations bring attention to kindness and serve as reminders that kindness is a shared value in your workplace, thereby inspiring kind behavior.

- Display the “be kind” flower throughout your workplace
- Create a bulletin board where anyone can share kind acts witnessed, seen, or received
- Hang monthly Kindness Quote and Science Quote posters in community areas
- Include the “be kind” flower or Kind Colleagues badge in newsletters or on your website
- Create a Kind Note station in a community space or break room

2. Understand the Human Brain

When we increase our social and emotional awareness, we’re better equipped to prioritize a kindness focus which enhances our thoughts and actions.

- Exhibit and encourage open and honest communication and expression
- Ask for help when you need it. This can be a powerful act of self-kindness!
- Acknowledge feelings of frustration or impatience, and also feelings of triumph or gratitude
- Remember that it’s okay to pause and gather your thoughts so that you can respond instead of react
- Talk about a growth mindset when something seems hard or insurmountable

3. Notice Kindness/Acknowledge Kindness/Track Kindness/Reflect on Kindness

Noticing and acknowledging kindness helps us to become mindful and aware. Tracking kindness helps us to understand how it spreads and grows, impacting entire communities. Reflecting on kindness fosters self-awareness and the benefits of gratitude.

- Acknowledge kindness witnessed or experienced in the workplace
- Begin meetings with an invitation to share examples of kindness experienced in the community
- Use Kind Notes regularly. Consider how it feels to write or receive one, and how kindness might spread from the recipient
- Use the Be Kind Challenge activity to track acts of kindness (to ourselves or others) and watch the chain grow, maybe filling up the whole room!
- Reflect on kindness in a kindness journal

4. Practice Gratitude

Expressing gratitude is one of the kindest things we can do, and it carries benefits for both the giver and the receiver. It can strengthen relationships and help both parties to savor the positive and be reminded of the community impact of their actions.

- Create a gratitude jar where staff put what they are thankful for on a slip of paper
- Take time to reflect on those around you -- colleagues, volunteers, interns, customers -- and how they have helped you
- Name at least one good thing that happened during the day before leaving work
- Say "I'm sorry" when you're wrong and be grateful for what you might have learned
- Express gratitude directly to colleagues verbally or using Thank You Notes

5. Be Curious!

Curiosity helps us to learn from others and to learn from our mistakes. Kindness requires skill, and like any skill, it takes practice. Being open to learning about the many ways in which kindness impacts our lives leads to a better understanding of ourselves and others.

- Ask questions and give the other person time to answer. Silence is okay after a question
- Ask colleagues why they chose to make the decision that they did
- Study people, communicate openly, be open to being wrong
- Ask colleagues what is challenging for them in their current situation
- Have meaningful conversations with others. Try to understand where they are coming from and ask questions about them