

WORLD Kindness DAY



World Kindness Day is observed annually on November 13th. It started in 1998 and is sponsored internationally by the World Kindness Movement. The aim of World Kindness Day is to highlight good deeds in the community focusing on the positive power and the common thread of kindness for good which binds us.

Creating a culture of kindness doesn't take a big budget or a planning committee. Small and consistent gestures will help build a kind workplace fast. In workplaces where acts of kindness become the norm, the spillover effects multiply. Research shows that when people receive an act of kindness, they pay it back — and not just to the same person, but often to someone entirely new.

One study found that those who experience kindness from others pay it forward through positive affirmations and small acts of kindness by 278%.

Benefits of Kindness

Impact on Productivity

Teams working in a kind environment:

30% more likely to feel motivated and enthusiastic about acquiring new skills and being exposed to new ideas

26% more energetic than those who aren't

30% increase in feelings of vitality

36% more satisfaction with their jobs

44% more committed to their organizations

Kindness builds trust: Through kindness, people connect with their colleagues naturally, which drives innovation and productivity.

Kindness creates leaders: Kindness is a catalyst that enables individuals to be great leaders. As American author and motivational speaker Simon Sinek says, "Leadership is not about being in charge. Leadership is about taking care of those in your charge."

Kindness creates a positive work culture: A study in the academic journal *Emotion* analyzed how acts of kindness create positivity throughout an organization. The people on the receiving end of acts of kindness from others reported a sense of camaraderie, a feeling of being in control, and significantly higher levels of happiness. Kindness can reduce employee burnout and absenteeism while improving employee well-being.

How to Bring Kindness to Work

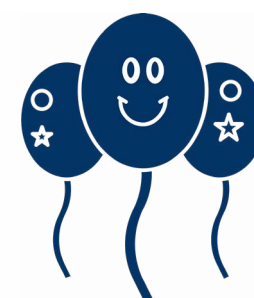
Lead by Example

People are naturally sensitive to the behaviors of leaders. By giving compliments and praising their employees, leaders can motivate team members to copy their behavior and build norms of kindness in teams.



Practice Gratitude

Post a positive message in the OIT Slack #kudos channel or send a thank you note to a colleague. You would be surprised how much a small display of gratitude can impact someone's day.



Hold a "Kindness Round"

Set aside time during Zoom meetings for a "Kindness Round" for team members to acknowledge each other's work. Setting a few minutes aside for this activity can boost morale and social connection, especially in environments like OIT where much of the work is completed over Zoom.



Celebrate Accomplishments and Milestones

Publicly recognizing achievements can boost a team's productivity. Highlight work anniversaries and birthdays via Slack with fun messages and animations.

Sources

<https://hbr.org/2021/05/dont-underestimate-the-power-of-kindness-at-work>
<https://psycnet.apa.org/record/2017-24716-001>
<https://apex.gc.ca/wp-content/uploads/2021/04/civility-report-eng.pdf>