

Gratitude and Group Significance: Handout

Surviving and thriving means that we focus on our team's personal significance and the important roles that we play for our organizations, and the people around us (colleagues, managers, stakeholders). During stressful and demanding times, it is easy to lose sight of what our team's larger purpose and significance to the organization we work for. Cultivating a sense of group significance, and gratitude for those who contribute to our teams is an excellent way of sustaining motivation and drive during challenging phases.

Instructions: I would like your team to answer the following (simple) question. You can list down as many items as you like to complete this sentence.

Without our team/department, _____ (organization name, department name) would not be able to...

DO NOT TURN THE PAGE OVER UNTIL INSTRUCTED TO DO SO BY THE FACILITATOR.

Good! Hopefully this reminds you of your team's personal significance for your organization. Now, I would like you and your team members to turn your attention to all the other teams present for today's session. Think about the roles they play for the organization, and how your team's work will be affected if they did not carry out their roles, responsibilities and duties as well as they did.

Complete the following sentences, one for each team:

Without _____ (name of Department/Team), our team will be affected because....

Without _____ (name of Department/Team), our team will be affected because....

Without _____ (name of Department/Team), our team will be affected because....

Without _____ (name of Department/Team), our team will be affected because....