









Gratitude and Group Significance

	Objective: To develop an enhanced ability to recognize and appreciate the inter-connectedness of groups within a work setting.
	Time Requirements: a. Preparation: 0-5 minutes. b. Activity: 10-15 minutes.
	Items: a. Gratitude and Group Significance Handout
	Learning Outcomes: a. An enhanced ability to recognize the contributions of one's current group to the current work setting/organization (EI Subskill 2: Managing Own Emotions) b. An enhanced ability to recognize the contributions of other groups to the current work setting/organization (EI Subskill 4: Managing Others' Emotions)
	Key Learning Point: Being grateful for other groups' roles and responsibilities helps us appreciate our unique contributions to the organization/We're all in this together.
Self-Disclosure: ***	
Difficulty: Intermediate	

Instructions

- To begin this activity, ask participants to think about their current group or work team, and their group's contributions to their current work setting. This sets the tone for the activity but easing participants into thinking (in a rather self-focused manner) why their group is important to their current organization.
- Distribute the Gratitude and Group Significance Handout to all participants. Ask participants to complete the first part of the handout – describing the importance and the contributions of their own current work teams/work groups. Allow 5 minutes for this section. Tell participants not to turn the page on their handouts until they are told to.
- After all participants have completed the first section (listing their group's importance), ask them to turn to the following page. Allow 10 minutes for them to complete this section, where they are list the contributions of the *other* groups present in the session. Each work team can discuss their answers with their fellow group members. After 10 minutes, allow for a sharing session. Get each group to share their opinions and appreciation for each group present in the session.

	Reflection Questions: a. What does this exercise tell you about the importance of recognizing interconnectedness of teams within the same organization?
	Further Reading and References: a. Algoe, S. B., Haidt, J., & Gable, S. L. (2008). Beyond reciprocity: Gratitude and relationships in everyday life. <i>Emotion</i> , 8(3), 425-429. doi: 10.1037/1528-3542.8.3.425.
	Note: a. This activity works best for work teams, project teams or with a group of participants from different departments within the same organization.