



Invest in Your Wellness with Wellness Works®

Welcome to the UBA Partner Firm exclusive newsletter focusing on your biggest and most personal asset – wellness.

Wellness Works | November 2023

- A Journey Toward Inner Strength | Embrace Reciprocity and Gratitude
- Book Review | *Leading with Gratitude*

A Journey Toward Inner Strength: Embrace Reciprocity and Gratitude

Integrating reciprocity and gratitude into your life can fundamentally shift your perceptions and interactions with others. Although both principles seem simple, they can be potent tools for nurturing your inner well-being. Leaders who make reciprocity and gratitude part of their team culture can build collaboration and trust.

Reciprocity

Reciprocity is ingrained in our human nature, reflecting our inherent tendency to respond to acts of kindness with comparable or even amplified positive gestures. When you authentically acknowledge the actions of others, you build trust and establish a sense of belonging. These principles extend beyond your immediate circles; they shape your interactions with the world, leading to positive connections and enriching your emotional experiences. Picture it as the foundation of your support system.

Gratitude

Gratitude is more than just saying thank you — it's about regularly acknowledging the positive aspects of your life. To accomplish this, consider keeping a gratitude journal, practicing mindfulness, or creating a recognition program in your workplace. Incorporating gratitude into your life can foster a positive environment where you can thrive even when faced with daily challenges.

The Holidays

During the busy holiday season, actively practice reciprocity and gratitude to reduce the stress amid the celebrations and festivities.

- Engage in acts of kindness, no matter how small, to create a positive ripple effect.
- Express your gratitude openly and sincerely by taking moments to appreciate and acknowledge the efforts and contributions of others.

By consciously incorporating reciprocity and gratitude into your daily routine, even in challenging situations, you enhance your well-being and contribute to a more harmonious and meaningful experience for everyone around you. Try to carry the spirit of reciprocity and gratitude into the new year and create a positive outlook in all your interactions and experiences.

Leading with Gratitude: Eight Leadership Practices for Extraordinary Business Results

In their book [Leading with Gratitude](#), bestselling authors Chester Elton and Adrian Gostick shed light on a simple yet often overlooked tool in leadership – gratitude. The authors emphasize the profound impact of showing appreciation at the workplace, boosting morale and efficiency, and enhancing profitability.

Highlights

Vital Need to Feel Valued

The book presents compelling research demonstrating how expressing gratitude boosts employee engagement and creates a positive cycle where team members reciprocate those gestures, strengthening team bonds.

Express Appreciation Effectively

By sharing real-life success stories, the authors provide tangible examples of how incorporating gratitude into leadership styles can yield remarkable results.

Close the Gap

The book addresses the disparity between the awareness of gratitude's benefits and its implementation in the workplace. It challenges leaders to reevaluate their management strategies, emphasizing that showing appreciation isn't just a nicety but a strategic and intelligent approach to leadership.

The Final Word

Through practical advice, compelling research, and inspiring stories, Elton and Gostick demonstrate that gratitude is not just a soft skill but a potent tool for creating a thriving work environment.