



# The Habit of Gratitude: Being Positively Contagious

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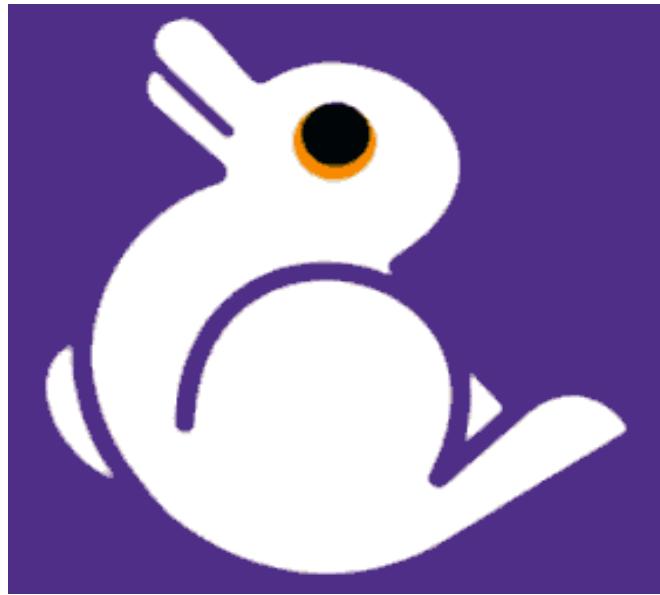
thank you

***“What we see depends mainly  
on what we look for....”***

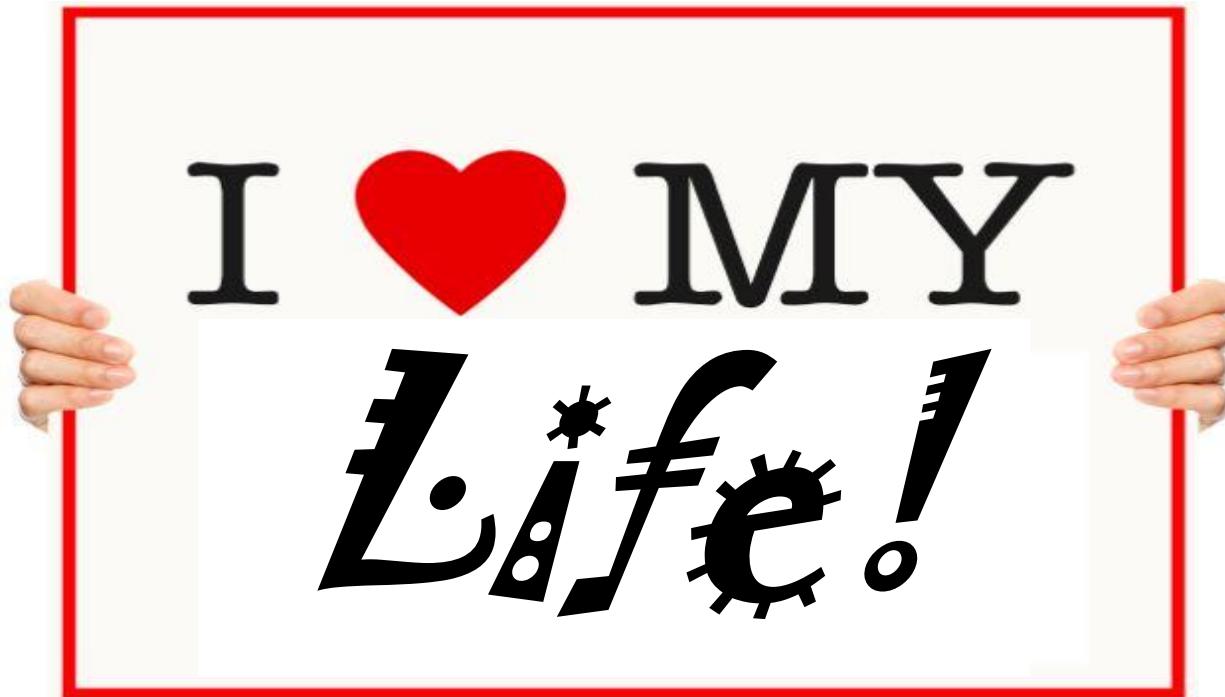
Sir John Lubbock

***“We see things not as they are,  
but as we are.”***

*Unknown*



# What would it take ...?



*“I’m not saying we should be  
grateful for everything.  
I’m saying we can be grateful  
in every given moment  
for the opportunity of that moment.”*

Brother David Steindl-Rast

I am grateful  
for . . . . .



# Gratitude Is A Gift You Give To Yourself

- Decreased depressive symptoms and increased feelings of well-being<sup>5,1</sup>
- Improved psychological well-being<sup>6</sup>
- Improved working memory<sup>2</sup>
- Improved sleep<sup>3</sup>
- Improved immune system function<sup>4</sup>
- Improved relationships<sup>5</sup>
- Improved coping<sup>6</sup>



1. Seligman, M.E., Steen, T.A., Park. N., & Petersonv C. (2005). Positive psychology progress: empirical validation of interventions. *American Psychology*, 60, 410-21.

2. Klein, K., & Boals, A. (2001). Expressive writing can increase working memory capacity. *Journal of Experimental Psychology. General*, 130, 520-33.

3. de Moor, C., Sterner, J., Hall, M., et al. (2002). A pilot study of the effects of expressive writing on psychological and behavioral adjustment in patients enrolled in a Phase II trial of vaccine therapy for metastatic renal cell carcinoma. *Health Psychology*, 21, 615-619.

4. Petrie, K.J., Booth, R.J., & Pennebaker, J.W. (1998). The immunological effects of thought suppression. *Journal of Personality and Social Psychology*, 75, 1264-1272.

5. Slatcher, R.B., & Pennebaker, J.W. (2006). How do I love thee? Let me count the words: the social effects of expressive writing. *Psychological Sience*, 17, 660-664.

6. Barclay, L.J., & Skarlicki, D.P. (2009). Healing the wounds of organizational injustice: examining the benefits of expressive writing. *The Journal of Applied Psychology*, 94, 511-523.

# Personal Gratitude



- 3 Good Things
- COVID Blessing
- Pause Button
- Stoic Practices
  - Last time meditation
  - Negative visualization
  - Life of your dreams meditation

# What would it take ...?





You can't give  
what you  
don't have ....



# Gratitude Is A Gift You Give To Your Organization

- **Increased positive relationships**
- **Increased social support**
- **Increased psychological safety**
- **Increased prosocial behavior**
- **Enhanced individual well-being**
- **Increased citizenship**
- **Decreased negativity**



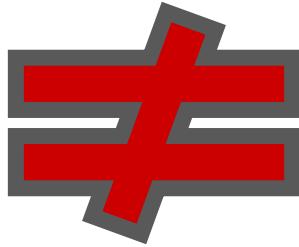
- Di Fabio A, Palazzi L, Bucci O. Gratitude in Organizations: A contribution for Healthy Organizational Contexts. *Front. Psychol.*, 17 November 2017.
- Fehr R, Fulmer A, Awtrey E, Miller J. The Grateful Workplace: A Multilevel Model of Gratitude in Organizations. *Academy of Management Review*; 42(2): Published Online: 26 Feb 2016.

# Organizational Gratitude



- Culture by Design
- Appreciative Check-in
- Intentional Appreciation (“Losada Ratio”)
- Appreciative Rounding
- Languages of Appreciation
- “Rewards and Recognition”

Intention      Impact



*“The importance of simple and genuine expressions of gratitude for the commitment of healthcare professionals and their willingness to put themselves in harm’s way for patients and colleagues cannot be overstated ....*

***This process starts with leadership.***

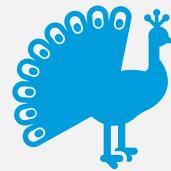
*Yet, gratitude from leaders rings hollow if not coupled with efforts to hear, protect, prepare, support and care for healthcare professionals in this challenging time.”*

Shanafelt, Ripp, Trockel: JAMA 2020

# Interpersonal Gratitude Outside of Work

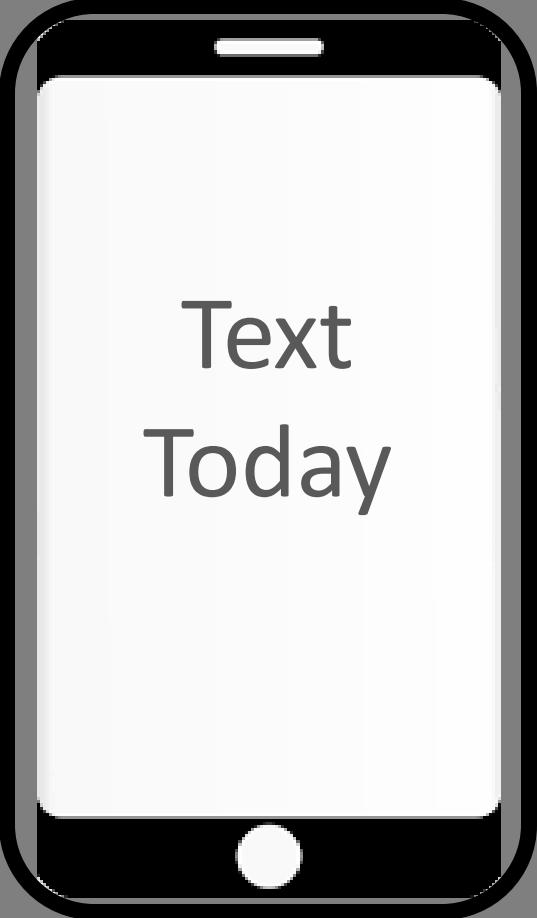


5 Love Languages

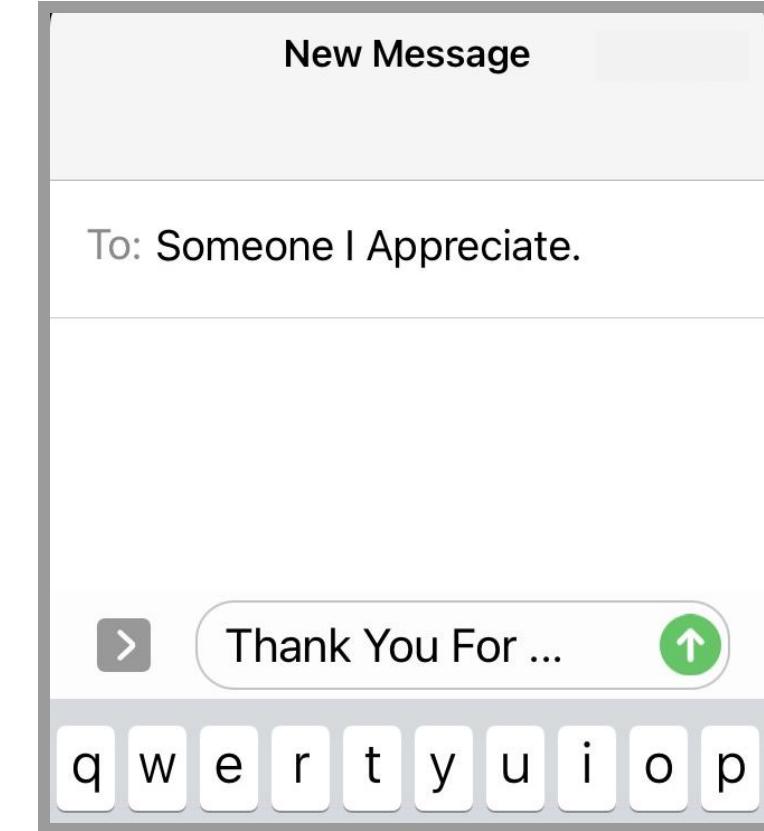


Habit of Personalized  
Appreciation  
("Thank you for ...")





Text  
Today



AMA | Physicians' powerful ally in patient care

thank you

# Resources from the AMA

- Steps Forward™ Module – [Peer Support Programs for Physicians](#)
- Steps Forward™ Module – [Physician Well-Being](#)
- News Story – [6 ways a health system attacks stress during COVID-19](#). This was also turned into a [COVID-19 Update video](#) on the AMA YouTube Channel
- News Story – [When a colleague struggles with burnout](#)

## Additional Resources

- Languages of Appreciation in the Workplace: [Link](#)
- The Five Love Languages: [Link](#)

The following additional AMA resources are available to support your physicians and staff during COVID-19:

- Caring for Caregivers during COVID-19
- AMA COVID-19 Resource Page for Physicians
- JAMA COVID-19 Collection

**[www.ama-assn.org](http://www.ama-assn.org)**

# Upcoming 2021 Programming

January 14	<b>Telehealth policy and coverage: What you need to know for 2021</b>
January 20	<b>Peer Support</b>
January 26	<b>Building well-being into culture</b>
January 27	<b>The scholars of wellness: A faculty development program to create wellness champions</b>

**For questions, please email:  
Action.Labs@ama-assn.org**



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