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G.R.I.T

Gratitude, Resilience, Intention, Tenacity

G.R.I.T embodies the essential qualities of appreciating others, bouncing back from adversity, upholding strong ethical standards, and maintaining openness in all actions.

These values are fundamental to fostering a positive and trustworthy organizational culture, enhancing team morale, and driving long-term success by building strong relationships and ensuring consistent, moral behavior.

G

Gratitude

Appreciating and valuing positive contributions.

R

Resilience

Bouncing back from setbacks and adapting to change.

I

Intention

Acting with honesty and strong ethical principles.

T

Tenacity

Being open and clear in communication and actions.

G.R.I.T

Gratitude

Practicing gratitude enhances team morale and personal well-being. This approach involves specific recognition, effective feedback, and a service-oriented leadership style, promoting overall happiness and career growth.

Show interest in colleagues' lives beyond work.

Provide specific and timely recognition to energize your team.

Celebrate team achievements and personal milestones enthusiastically.

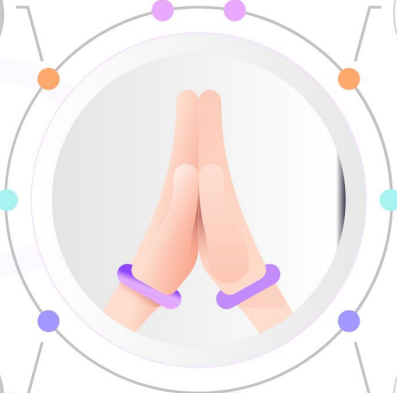
Tailor your recognition approach to individual needs.

Offer personal and genuine praise publicly, but reprimand privately.

Follow these gratitude steps: Reflect, Engage, Express.

Embrace the discomfort of adopting a service ethic.

Lead with a service mindset for overall team well-being.



Top 10 Teaching Points

1

Specific recognition and appreciation revitalizes your team and encourages their continued hard work.

2

Praise should be specific, personal, genuine, and timely while reprimanding should only be done in private.

3

Everyone's need for recognition is different, so adjust accordingly.

4

Don't make the mistake of operating under the assumption of "I'll be happy when..."

5

3 Steps to Gratitude: Pause and Reflect, Engage Your Senses, and Express Gratitude

6

Having a service mindset doesn't mean you're abandoning your desires or goals to fulfill the whims of others.

7

Pay acts of service forward.

8

Being a service oriented leader has positive effects on yours and your team's well-being.

9

Many companies value employees who demonstrate a strong service ethic and can lead to promotions, leadership positions, and other career opportunities.

10

Adopting a service ethic can feel uncomfortable at first.

KEY

TAKEAWAYS

01 | Balancing Support and Self-Care

02 | Four Cornerstones of Resilience

03 | Realistic Optimism and Challenge Reframing

04 | Role Models and Inspiration

05 | Zone of Influence (ZOI)