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“Kindness in the Workplace”

Most of us spend a large portion of our lives in the workplace, yet many people do not find their time there enjoyable. Workplaces with high turnover, burnout, and absenteeism often experience greater levels of incivility, which can damage morale and productivity. Civility is a behavior that shows respect toward others and causes them to feel valued. Civility fosters mutual respect, enhances effective communication, and promotes team collaboration. The Society for Human Resource Management’s 2024 Civility and Respect in the Workplace survey found that 44% of U.S. workers expect workplace incivility to worsen in 2025, and one in four say they would consider leaving their jobs because of it.

Practicing civility in the workplace helps establish a safe, supportive environment where employees feel empowered to share ideas, knowing they will be heard and respected. Civil workplaces encourage open communication, reduce stress, increase engagement, and boost productivity. Civility and kindness go hand in hand, together they move beyond mere politeness to create genuine care, respect, and stronger workplace relationships. Kindness benefits not only employees but also the customers and clients they serve. The National Random Acts of Kindness Foundation highlights several simple but meaningful ways to build kindness in the workplace:

Reach out: Be intentional about building and maintaining social connections, especially in remote or hybrid settings. Practice active listening, whether in person or online, to show that you value others’ perspectives. When people feel cared for, they are more likely to extend care to others, creating a culture of civility.

Acknowledge and Appreciate Others: Recognize and thank team members for their efforts and contributions. Authentic praise shows that you notice and value their unique strengths. Research shows that verbal affirmations can have the same positive effect on the brain as financial rewards, boosting morale and overall well-being.

Demonstrate Respect and Courtesy: Treat colleagues with dignity in all interactions. Even when disagreements arise, engage respectfully and acknowledge the perspectives and contributions of others.

Lead by Example: Leaders play a critical role in modeling respect, fairness, and professionalism. By holding themselves and others accountable for civil conduct, they set the standard for a healthy and productive workplace culture.

Information comes from Kansas State University Publications.

Join us for a hands-on nutrition series where kids in 2nd–5th grades will learn about building balanced plates, choosing healthy snacks, and making smart food choices. Each session includes a fun, easy recipe they can prepare and enjoy! Sessions will be held at Eureka Methodist Church on Oct. 14 from 4:30–5:30 PM. To sign up, please contact the Extension Office.