

KINDNESS QUEST: CORPORATE EDITION

PURPOSE

Transform workplace culture through intentional kindness, genuine connections, and supportive professional relationships. Build community, not competition.

HOW TO PLAY

1. Draw 2-3 cards to start your kindness journey
2. Perform workplace-appropriate acts within timeframe
3. Share impact in bi-weekly kindness circles
4. Replace cards and continue building positive culture

CARD POINTS

- Points indicate complexity/time commitment level
- Use for department challenges and team recognition
- Every professional kindness act has equal value
- Points help organize team activities and goals

FACILITATOR ROLE

- Create psychological safety for authentic sharing
- Model professional vulnerability and openness
- Help teams navigate workplace-appropriate kindness
- Connect initiatives to company values and goals
- Facilitate cross-departmental discussions

REFLECTION PRACTICES

Individual: After each act, consider:

- How did this improve someone's work experience?
- What workplace kindness barriers did I encounter?
- How can kindness become part of my professional identity?
- What ripple effects did I observe?

TOGETHER QUESTIONS:

- "How has intentional kindness changed team dynamics?"
- "What professional kindness should we normalize?"
- "How can we support colleagues during stress?"
- "What does our ideal workplace culture look like?"

CELEBRATION IDEAS

- Host "Professional Kindness Story" events
- Create "Appreciation Wall" with team stories
- Organize volunteer projects as team rewards
- Plan "Gratitude Lunches" for team building
- Invite leadership to celebrate achievements

IMPLEMENTATION

Month 1: Launch and initial team building

Months 2-3: Cross-departmental circles and projects

Month 4: Organization-wide culture assessment Ongoing: Quarterly check-ins and celebrations

- Recognize and celebrate team growth

KINDNESS CIRCLES (Bi-weekly)

- Meet in cross-departmental groups of 6-8
- Share completed acts and workplace impact
- Discuss professional kindness challenges
- Ask: "How did this strengthen our team?" and "What did you learn about colleagues?"
- Explore ways to support each other's growth

TEAM ACTIVITIES & RECOGNITION

- Form cross-departmental kindness teams
- Combine points for department challenges
- Create team names reflecting company values
- Hold quarterly "Kindness Culture Celebrations"

RECOGNITION IDEAS:

- Certificates: "Team Connector," "Culture Champion"
- Professional prizes: books, coffee cards, desk plants
- Privileges: preferred parking, flexible arrangements
- Public recognition: newsletter, all-hands meetings
- Experience rewards: team lunches, PTO days

SUCCESS METRICS

- Improved employee engagement surveys
- Increased collaboration between departments
- Reduced workplace conflict indicators
- Spontaneous workplace kindness behaviors
- Enhanced team cohesion and mutual support
- Greater connection to company mission

Remember: Use points and recognition to build engagement, but always emphasize that the real victory is creating a compassionate workplace where everyone thrives!