

Global
Business and
Economic Roundtable
on **Addiction** and
Mental Health

10th Edition

**12 Gifts of Christmas For Workplace Support
and Affirmation in Stressful Times
December 16, 2009**

“What we do for ourselves dies with us, what we do for others lives eternal”

I prepared this Gift list in 2000 and the Roundtable released it every year since. Now that the Roundtable is over, I am publishing these Gifts in its name for the 10th and final time.

Over the years, this list has been consulted by individuals and organizations in Canada, the United States, Europe, even Asia and Africa – reflecting the reach of the worldwide web.

The list – adjusted each year – has been stapled to Christmas cards and bulletin boards, posted on websites, emailed in large numbers and shared one-on-one. I hope you find these Christmas gift ideas helpful in a very practical way.

Bill Wilkerson

12 Gifts of Christmas for Workplace Support and Affirmation – 2009

The Gift of Helping Out

Really go out of your way to ask employees and co-workers how you can help. Reach out to those in a struggle to juggle work deadlines and home obligations.

The Gift of Clear Expectations

Help your people understand clearly what you want from them. In uncertain times, micro-managing is a really destructive practice. It may hasten but it doesn't help.

The Gift of Support for Single Working Parents

Employees raising children alone merit thoughtful support at work. Pregnant women are especially vulnerable to negative or chronic job stress.

The Gift of Empathy

Trim the tree of customer service with compassion and care: 20% of the general population is clinically distressed and 100% is a friend, family member or co-worker. You can't see that through a call centre, you can through wise eyes.

The Gift of Job Fulfillment

Paycheques buy bread for the table. Job fulfillment buys bread for the soul. Give the gift of nourishment for both.

The Gift of Sharing Success

Share the credit and not just the work.

The Gift of Email Alternatives

Give the gift of personal contact as an alternative to emails. Casual conversation (without scrolling a Blackberry at the same time) is a sanctuary in an email culture.

The Gift of Listening

Give this gift to someone everyday. More than any other, it keeps on giving.

The Gift of Inclusion

In uncertain times, be mindful to include others in meetings, going out for lunch and sharing the kind of information that empowers everyone.

The Gift of Being Fair

Give the gift of fairness and create a 'trust account' which earns interest in the form of productive people and satisfied hearts.

The Gift of Building Morale

Employees are realists, they can handle hope. Be hopeful.

The Gift of Being Home

In uncertain times, being home is important. The gift of understanding that – and accommodating it – has superior value. Separated, home and work are both stronger.

Friends:

Gratitude is not a response to the good things of life. It is state in which we live life. Be grateful for the promise of 2010 in those terms.

Warmest Regards,
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December 16, 2009

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