

Random Acts of Kindness Challenge: A Guide for Managers

Purpose

To foster a positive, connected, and supportive workplace culture by encouraging small, meaningful acts of kindness among employees.

Duration

Approximately 5–7 minutes to introduce and kick off the challenge.

Group Size

Any size team (small groups to full departments).

Materials Needed

- Printable list of Random Acts of Kindness (optional)
- Small rewards or recognition (optional)

Instructions

1. Gather the Team

- Bring employees together during a meeting, huddle, or break.
- #### 2. Set the Tone
- Explain the purpose:

“The Purpose of the activity is to build moral and show kindness to coworkers, families, and citizens.” -small gestures can have a big impact.

3. Introduce the Challenge

- Invite employees to complete at least one random act of kindness today (or throughout the week).

- Examples include:

- Compliment a coworker.
- Leave a thank-you note.
- Hold the door open.
- Offer help without being asked.
- Share a positive story.
- Bring a treat to share.

4. Make It Fun

- Optional: Provide a checklist of ideas or a "Kindness Bingo" card.
- Optional: Offer small prizes or recognition for participation (e.g., shout-outs at team meetings).

5. Follow Up

- Encourage employees to share their experiences anonymously or during a future meeting.
- Celebrate participation and discuss how acts of kindness made a difference.

Tips for Success

- Keep it light and voluntary: No pressure to participate.
- Encourage sincerity and thoughtfulness.
- Lead by example by performing your own acts of kindness.
- Reinforce that no act is too small to make an impact.