About

This 4-week online practice will help participants tap into their powerful skills of:

- Gratitude
- Purpose
- Effective Communication
- and Self-Compassion

Studies show a strong connection between these skills and our mental and physical well-being at work and home. Each week, participants will be introduced to a research-based practice that will help deepen these skills and your well-being.

All IU employees, and their spouses, are invited to join us on this journey! Practicing is always better together, so consider inviting your spouse and co-workers to join you, too!
**GRATITUDE**

Gratitude was felt and expressed the most for **Family/Pets**. Gratitude was felt and expressed the least for **Self**. Common Good facilitated expressing gratitude to co-workers.

*See Comments

<table>
<thead>
<tr>
<th>Felt Gratitude</th>
<th>Expressed Gratitude</th>
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<tbody>
<tr>
<td>1. Family/Pets</td>
<td>1. Family/Pets</td>
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<tr>
<td>2. Friends</td>
<td>2. Co-workers</td>
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<tr>
<td>5. Self</td>
<td>5. Self</td>
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**PURPOSE**

Over 90% contemplated personal purpose and over 80% observed how purpose plays out in their life. Over 75% found contemplation and observation of purpose helpful.

*See Comments

**COMMUNICATION**

Effective communication skills were **tried and helpful**, with the **majority practicing listening quietly**.
- 95% of participants tried quietly listening with openness and respectful attention.
- Almost 90% tried being present and focused on the intention of the conversation.

**SELF-COMPASSION**

88% tried acknowledging common humanity and practicing mindfulness. Over 80% tried positive self-talk. **Mindfulness** was reported to be the **most helpful skill** (90%).

<table>
<thead>
<tr>
<th>Tried</th>
<th>Helpful</th>
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<tbody>
<tr>
<td>1. Common Humanity</td>
<td>1. Mindfulness</td>
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<tr>
<td>2. Mindfulness</td>
<td>2. Common Humanity</td>
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OVERALL RATINGS

**Strongly Agree or Agree**
- 77% would **recommend** Common Good to others
- 78% reported **increased awareness** about health and cultural benefits of gratitude
- 61% **enjoyed** using their personal **online tracker**
- 47% **enjoyed** using their **paper tracker** (as applicable)

**Increased Dramatically or Increased a Little**
- 40% reported positive effects on **energy level**
- 59% reported positive effects on **stress management**
- 67% reported improved **quality of interactions** with others

**Strongly Agree or Agree**
- 58% reported personal purpose aligns with **IU mission**
- 56% reported personal purpose aligns with **campus goals**
- 59% reported personal purpose aligns with **unit goals**

HEALTHY IU NOTATIONS FOR QUALITY IMPROVEMENT

- Provide option for increased email reminders (daily)
- Provide more guidance or instruction for practice. Mini tasked action items or homework assignments, videos, or podcasts.
- Change the rating scales for reporting to offer more choices rather than simply yes or no.
- Interest in follow up (ie: book club, gratitude pilot at IUB, mid-day mindfulness etc)