



United States of Kindness

Kindness Ideas

Within the Workplace

Easy, Trackable “250 Acts” Ideas for the Workplace

- 250 handwritten thank-you notes to employees, customers, or community partners
- 250 volunteer hours as a company goal
- 250 mentorship moments (short mentoring conversations count)
- 250 acts of recognition (peer-to-peer shoutouts with specifics)
- 250 community service actions completed by teams across departments

Everyday Culture & Teammate Ideas

- Start meetings with a quick gratitude moment
- Tell someone, “I really appreciated how you handled that”
- Be specific when you thank someone, not just “great job”
- Invite someone to lunch, especially someone who usually eats alone
- Send a short message: “Just wanted you to know I noticed”
- Celebrate small wins out loud
- Give credit when someone helps you, especially in writing
- Thank the teammate who always works behind the scenes
- Ask someone, “How are you really doing this week?”
- Offer to proofread something before it goes out
- Share a shortcut, template, or tip that makes someone’s job easier
- Offer to help with one small task when someone is overloaded
- Cover a 15-minute break for someone who needs a breather
- Make space for quieter voices in meetings
- Follow up with someone after a meeting and ask what they think
- Help a new hire with the “unwritten stuff” no one explains
- Offer to be a go-to person for a new employee’s first month
- Leave a kind note or quick encouragement for someone to find
- Bring someone a coffee when you know they’re having a rough day
- Compliment someone on a strength you genuinely admire



Kindness Ideas

Customer and Client Kindness

- Write a kind note to a customer or client
- Follow up after a complaint with a personal note thanking them for their patience
- If something goes wrong, make it right before the customer has to push
- Call a long-time customer just to say thank you, with no sales pitch
- Send a quick message after a meeting: "Thank you for your time, I appreciated the conversation"
- Give a shout-out to a customer-facing employee you saw doing great work
- Leave a positive review for a local business you work with
- Treat vendors and service workers with the same respect as leadership

Leadership and Workplace Practices

- Ask your team, "What would make your week easier?"
- Protect time for focus by building in one no-meeting hour each week
- Offer flexibility when life happens, without requiring personal details
- Be clear about priorities so people aren't guessing
- Close the loop when employees share ideas or concerns
- Recognize effort and growth, not just outcomes
- Model calm and respect in tense moments
- Encourage leaders to notice and name kindness when they see it
- Create a simple way for peers to recognize peers
- Thank people publicly, and coach privately

Community and Service as an Organization

- Give employees one paid hour a month to volunteer locally
- Match employee charitable gifts for a set period
- Sponsor a classroom supply drive, coat drive, or food pantry
- Partner with a local nonprofit for a hands-on service day
- Host a skills-based volunteer opportunity (mentoring, mock interviews, resume reviews)
- Donate surplus supplies, equipment, or meeting space to community organizations
- Support a local school, youth program, or community center
- Create a "community kindness" microgrant chosen by employees

