

# Reaching Beyond THE EDGE

Monthly Career News & Advice from Dennis Partners

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## How to Say Thank You at Work: a guide to showing gratitude to peers, managers, and employees By: [Kate Stull](#)

Does anyone else out there freeze like a deer in the headlights when the issue of how to say “thank you” at work comes up? I have, probably every single year of my entire career, googled each of these phrases:

- how to say thank you at work
- how to say thank you to your boss
- should you give gifts at work?
- how to say thank you to coworkers
- what are the best ways to show gratitude or say thank you at work?
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Showing gratitude at work is weirdly complicated. There are so many social dynamics at work that aren’t really around in any other areas of our lives. And so, for most people, it is only by an uncomfortable series of trial and error interactions that we figure out exactly how to say thank you at work and make it count.

And some of us never get there.

It tends to be really easy to see when you’ve done “saying thank you at work” wrong (because the other person is uncomfortable, offended, or just doesn’t know how to react), but hard to know when you’re doing it right.

In this post, I want to create a guide for how to say thank you at work based on the best widely accepted rules and smart strategies for forming trust and stronger relationships with your peers and coworkers.

### Why saying thank you matters

At work, it’s often easier to say nothing than to risk saying “thanks” in the wrong way. And as such, a lot of us go about our days feeling under-appreciated or not realizing the impact our work has on other people.

People thrive at work when they know their contributions have meaning. Letting people know the ways in which their work matters — to you, to the company, to their team — helps you to keep the people around you engaged and excited about their work. Especially if you are a manager, this is an important part of your job.

Saying thank you helps to build trust and stronger relationships with the people you work with too. When people know you value them, they are more likely to value you in return and want to work with you (since you make them feel great about their contributions).

Plus, expressing gratitude isn’t just good for the people you’re thanking — it’s actually good for you too! People who say thank you are happier (it makes sense right? It feels good to help other people feel good) and are more well-liked. It’s like a self-perpetuating cycle; the more positivity you spread, the more is out there to come back to you.

### How to say thank you to your boss

This is where a lot of us get the most flustered when it comes to saying thank you at work. And with good reason — it’s your manager’s job to help you accomplish your work, do amazing things, and grow as an individual so if they are a good boss, they are doing things that are worthy of a “thank you” a lot.

But no one wants to be a suck up. People who lay it on too thick with, “Thank you so much, you are such a great boss, I just love working for you” usually come off insincere and their praise is less meaningful.

But how much praise and thanking is appropriate for a person whose job it is to help you? After all, they’re not doing it just to be nice; they are doing it because your success is their success, and they want the team to do well.

As a result of this conflict, bosses actually hear “thank you” really rarely — so when they do hear it and it is sincere, concrete, and meaningful, it can be very powerful.

So how can you say thanks to your boss in a way that means something to them and helps bring you closer?

Continue reading [here](#) to learn more about thanking your boss, peers, employees, and gift giving!

### ➤ [Gratitude](#)

## 6 Ways to Create a Culture of Gratitude in Your Organization

Just in time for Thanksgiving!

1. Say thanks.
2. Adopt an “it’s the thought that counts” attitude.
3. Communicate openly and honestly.
4. Be prepared for some kind words.
5. Thank those you serve.
6. Know that gratitude encourages repeat performances.

Read the full article [here](#)

### Other Articles of Interest

- [Being Thankful at Work: The Impact of Gratitude in the Workplace](#)
- [Why Gratitude Works \(Video\)](#)
- [All Positions](#)