

# 2025 KINDNESS AT WORK CALENDAR

**make  
kindness  
the norm.** 

[randomactsofkindness.org](https://randomactsofkindness.org)

RANDOM ACTS OF KINDNESS FOUNDATION®

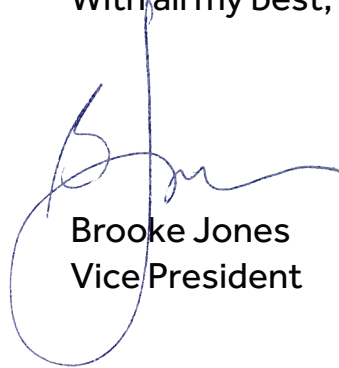


I'm thrilled to share the 2025 Kindness Calendar! This year, we gathered 365 kindness ideas to help make every day a bit brighter—not just for those around you, but for you, too. Each act is meant to be easy, impactful, and something you can do on your own, whether you're lifting someone's spirits with a smile, offering a few words of encouragement, or sharing a helping hand.

The best part? Kindness grows. Every small gesture you make, even if it feels like a drop in the ocean, creates a ripple that travels farther than we ever realize. My hope is that this calendar brings moments of warmth, laughter, and inspiration to your year, and that together we'll create ripples of kindness that spread in wonderful, unexpected ways.

Here's to a year filled with generosity, connection, and shared joy.  
Let's make 2025 our most compassionate year yet.

With all my best,

A handwritten signature in blue ink, appearing to read 'Brooke Jones', with a large, stylized initial 'B' that loops around the first part of the name.

Brooke Jones  
Vice President

# JANUARY 2025

FRESH STARTS AND NEW BEGINNINGS.

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1	2	3	4	5	6	7	26	27	28	29	30	31	1								Give a compliment to someone every day throughout January.							Create a kindness journal to capture wonderful moments throughout 2025.							Write a letter of appreciation to a coworker who made a difference in your life last year.							Organize an event to create Cold Weather Care kits using our RAKtivist toolkit.						
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Gather books you've finished and donate to a little library or nursing home.							Give a surprise gift to a coworker to brighten their day.							Leave positive notes in public places to inspire others.							Send a New Year's card to someone you haven't spoken to in a while.							Make a resolution to perform one act of kindness each week throughout the year.							<b>New Year, New You: Become a RAKtivist Today!</b>							Write a thank-you note to someone in your life for all they do.						
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Plan a staycation.							Start a kindness jar where you can collect notes of gratitude.							Organize a book swap to share the joy of reading with coworkers.							Host an office potluck to spend extra time with coworkers.							Help organize a recycling drive.							Bring an extra healthy snack to share with a coworker.							Relax! Watch a movie and share a bowl of popcorn with a friend or family member.						
19							20							21							22							23							24							25						
Take a walk and enjoy the fresh air.							Offer to help someone.							Make a list of 10 things you hope to accomplish in 2025.							Handwrite a note to someone that means a lot to you.							Compliment five people around you on something not related to physical appearance.							Practice 4-4-6 breathing. Breathe in for 4 counts, hold it for 4 counts, and exhale for 6 counts. Repeat.							Practice active listening.						
26							27							28							29							30							31							1						
Use your skills or talents to help someone else, whether it's art, music, or technology.							Exchange personal stories with a coworker you don't often talk to.							Work with your department to organize a small kindness project.							Make an effort to smile at everyone you pass in the office.							Say thank you to someone who often goes unnoticed.							Apologize to someone if you've hurt their feelings and start the new year on a positive note.													

# FEBRUARY 2025

HEARTS FULL OF LOVE AND EMPATHY.

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Schedule time with someone you've been meaning to connect with.							<b>Share the Love: Join the RAKtivists!</b>							Leave anonymous kind notes on coworkers desks.							Invite someone to lunch who usually eats alone.							Take a few extra minutes to tidy up your workspace.							Write a thank-you note to a coworker for their hard work.							Make Valentine's Day cards for everyone in your office, including those who might feel left out.																				
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<p><b>Random Acts of Kindness Week 2025</b></p> <p>Visit <a href="http://www.randomactsofkindness.org/rak-week">www.randomactsofkindness.org/rak-week</a> for ideas to celebrate kindness all week.</p>																																																														
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Create and exchange friendship bracelets with friends and family.							<b>Random Acts of Kindness Day 2025</b>							Organize a group to clean up common areas in the workplace, like the supply room or break room.							Share a story about kindness on social media.							Make a point to hold the door open for others throughout the day.							Share positive thoughts with a coworker.							Offer to help without being asked.																				
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Organize a fun game night to spend quality time with family.							Encourage your family and friends to support a local business, showing love for your community.							Identify a peer who might be having a tough day and ask how you can help.							Take time to practice self-love by doing something that makes you feel good.							Spend a few minutes reflecting on how you can show more empathy to those around you.							Wish the first person you see an amazing day.																											

# MARCH 2025 TOGETHER WE GROW.

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Start seeds at home in anticipation of planting in a community or home garden.	Organize a canned food drive at work to support a local food bank.	Write thank-you cards to local firefighters, police officers and other community heroes.	Encourage others to use reusable water bottles and lunch containers to reduce waste.	Start a pen pal program with residents of a local nursing home.	Start a mentorship program where seasoned employees can mentor new employees.	Arrange a visit to a local nursing home to spend time with the residents.	Unplug from technology and participate in a community activity/event.	Encourage colleagues to lead a lunch & learn on topics they are passionate about, like writing, art, or music.	Set up a bulletin board to showcase local events, volunteer opportunities, and community achievements.	Give someone a genuine and meaningful compliment.	Say, "Thank You!" and mean it.	Offer to help someone with a task.	Get your family members together and tell entertaining stories.	Pick up trash in your neighborhood.	Compliment a coworker about a unique characteristic.	Share an encouraging poem with someone.	Make someone happy today by doing something they love with them.	<b>Spring Into Kindness: Become a RAKtivist!</b>	Go to bed an hour early.	Swing on a swing.	Gather family and friends and challenge each other with the Kindness for a Dollar RAKtivist toolkit.	Organize a workplace walk to promote health and wellness.	Work with others to create a gratitude wall where people can leave notes of thanks.	Smile at everyone you see today.	Organize a day to clean up a nearby park.	Leave your favorite book with a note inside for someone to find.	Walk around the park with a friend or family member.	Organize a volunteer day with friends or family at a community center.	Reflect on this month's activities and share what you have learned about the importance of kindness in the workplace.																			

# APRIL 2025 CARING FOR OUR EARTH.

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		Start a recycling program for paper, plastic, and glass.	Organize a community cleanup day.	Create a community garden and grow local plants or vegetables.	Set up compost bins for food waste.	Implement a “no-idling” policy.																																																																																																																
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Encourage reusable water bottles and ban single-use plastics.	Start a carpool program to reduce carbon emissions.	Upcycle crayons using our RAKtivist toolkit.	Host a clothing swap event to promote reusing items.	Place plants and potted flowers around common areas.	Set up a “Green Team” to lead environmental initiatives.	Conduct a waste audit to understand and reduce workplace waste.																																																																																																																
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Promote “Bike or Walk to Work” days.	Use eco-friendly products for cleaning supplies.	Organize a book or supply donation drive to reduce waste.	Implement a lights-off policy when rooms are not in use.	Just breathe.	Encourage digital publications to reduce paper use.	Host workshops on upcycling and creative reuse of materials.																																																																																																																
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Be grateful for the little things.	Eat more sustainable foods.	<b>Make Earth a Kinder Place: Join the RAKtivists!</b>	Set up a seed exchange program for your workplace.	Organize a “Green Fair” to showcase sustainable practices.	Support local businesses that are environmentally conscious.	Encourage proper disposal of hazardous materials, like batteries.																																																																																																																
27	28	29	30	1	<table border="0"> <thead> <tr> <th colspan="7">MARCH</th> <th colspan="7">MAY</th> </tr> <tr> <th>S</th><th>M</th><th>T</th><th>W</th><th>Th</th><th>F</th><th>S</th> <th>S</th><th>M</th><th>T</th><th>W</th><th>Th</th><th>F</th><th>S</th> </tr> </thead> <tbody> <tr> <td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>1</td> <td>27</td><td>28</td><td>29</td><td>30</td><td>1</td><td>2</td><td>3</td> </tr> <tr> <td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td> <td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td> </tr> <tr> <td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td> <td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td> </tr> <tr> <td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td> <td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td> </tr> <tr> <td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td> <td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td> </tr> <tr> <td>30</td><td>31</td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td> </tr> </tbody> </table>		MARCH							MAY							S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	23	24	25	26	27	28	1	27	28	29	30	1	2	3	2	3	4	5	6	7	8	4	5	6	7	8	9	10	9	10	11	12	13	14	15	11	12	13	14	15	16	17	16	17	18	19	20	21	22	18	19	20	21	22	23	24	23	24	25	26	27	28	29	25	26	27	28	29	30	31	30	31	1	2	3	4	5	1	2	3	4	5	6	7
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Install energy-efficient lighting and appliances.	Upcycle!	Offer incentives for eco-friendly behaviors, like using public transit.	Collaborate with local environmental organizations for resources and support.																																																																																																																			

# MAY 2025 MINDS MATTER.

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Chalk the Walk using our RAKtivist toolkit														<p>Teacher Appreciation Week (May 5-9)</p> <p>Check out our list of kindness ideas to celebrate and appreciate teacher on our kindness blog.</p>														<p>Nurse Appreciation Week (May 6-12)</p> <p>Check out our list of kindness ideas to celebrate nurses on our blog</p>																																																																					
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Nurse Appreciation Week (May 6-12)																												Encourage coworkers to start a gratitude journal and write down three things they're thankful for each day.														Help set up a "calm office" in the workplace where employees can go relax and de-stress.														Ask a friend how they're really doing and listen without judgment.														Make and exchange cards with encouraging messages to uplift one another.														Write a note of encouragement to a coworker who might be having a tough time.													
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Take a break during the day to do some stretching or a quick exercise routine.														Encourage employees to wear green (the color of mental health awareness) to show support.														Participate in RAK's Workplace Challenge to create a culture of kindness.														Share a fact or tip about mental health during a staff meeting.														Create posters that promote mental health awareness and display them around your workplace.														Create a 'book swap' with books about mental health, self-care, and well-being.														Create a bulletin board with positive affirmations and mental health tips.													
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Encourage employees to take breaks and practice self-care.														Challenge yourself to take a break from screens for the day and engage in face-to-face activities instead.														Include in a company newsletter facts about the importance of sleep for mental health.														Encourage employees to drink enough water throughout the day and discuss the importance of hydration for mental health.														Promote the use of mental health professionals and how they can help.														Write a thank-you note to someone thanking them for their support.														Take a moment to write down three things you like about yourself.													

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1 Help the Pollinators with our RAKtivist toolkit.	2 Set up a library in a public space with books that feature diverse characters and stories.	3 Share a daily quote during your weekly meetings that celebrates diversity and inclusion.	4 Include everyone in group discussions.	5 Invite others to join in cultural discussions during a lunch hour.	6 Educate employees on the importance of using correct pronouns and encourage everyone to share their pronouns.	7 Offer to help someone who seems lost or confused.																																																																																																		
8 Organize group activities that encourage others to connect with those they don't usually interact with.	9 Invite a coworker to join you for after-work events.	10 Encourage employees to reach out and offer support to someone who may feel excluded or marginalized.	11 Design and post signs around the office indicating that it's a safe space for everyone, regardless of identity.	12 Encourage employees to perform a random act of kindness, especially towards those who might feel left out or different.	13 Create a space where employees can share their experiences and listen to others in a non-judgement environment.	14 Plan a sports day where everyone is encouraged to participate, regardless of ability, identity, or background.																																																																																																		
15 Organize inclusive events, like a game night or potluck.	16 Dedicate a few minutes at team meetings for a "word of the day" in different languages spoken by team members.	17 Start a book or film club focused on works from diverse voices.	18 Set up a wall or online space where colleagues can post messages, quotes, or symbols that represent inclusivity.	19 Every week, spotlight a team member's story, heritage, or unique skill on the company intranet or in a meeting.	20 <b>Kick of Summer with Kindness: Join the RAKtivists!</b>	21 Listen to others and show interest in their stories.																																																																																																		
22 Write letters of support to marginalized individuals or organizations.	23 Volunteer together for community events.	24 Invite team members to bring a snack that represents their background, then share stories about the food's cultural significance.	25 Encourage employees to participate in local events celebrating diversity and inclusion.	26 Share a fun hobby or interest with others and invite them to join.	27 Create a time capsule with items, letters, and artwork that represents this year's inclusion and pride celebrations and save them to be opened in the future.	28 Create an inclusive space where everyone feels comfortable sharing.																																																																																																		
29 Be supportive and encouraging towards others.	30 Encourage everyone to reflect on what they've learned about inclusion and how they can continue to be inclusive in their everyday lives.	1	2	3	<p style="text-align: center;">MAY</p> <table border="1"> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>Th</td><td>F</td><td>S</td></tr> <tr><td>27</td><td>28</td><td>29</td><td>30</td><td>1</td><td>2</td><td>3</td></tr> <tr><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr> <tr><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td></tr> <tr><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr> <tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td></tr> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td></tr> </table> <p style="text-align: center;">JULY</p> <table border="1"> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>Th</td><td>F</td><td>S</td></tr> <tr><td>29</td><td>30</td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td>1</td><td>2</td></tr> <tr><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr> </table>		S	M	T	W	Th	F	S	27	28	29	30	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	S	M	T	W	Th	F	S	29	30	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9
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# JULY 2025

CLICK WITH KINDNESS.

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29	30	1 Share a motivational quote with coworkers.	2 Highlight an employee's achievement.	3 Share tips that have helped you at work.	4 <b>Celebrate Independence with Kindness: Become a RAKtivist!</b>	5 Post a thank-you message to those who have inspired you.																																																																																																		
6 Share a fun fact.	7 Highlight positive things happening in your workplace.	8 Post a picture of your workspace and why you like it.	9 Share a favorite memory.	10 Post an encouraging message about this time of year.	11 Share tips for staying organized.	12 Highlight a creative project.																																																																																																		
13 Share a positive story.	14 Organize an event to create Warm Weather Care kits using our RAKtivist toolkit.	15 Share your favorite picture.	16 Highlight an inspiring story.	17 Post a funny joke.	18 Share tips for making friends as an adult.	19 Post a picture of an activity you enjoyed.																																																																																																		
20 Highlight a tradition and why it's special.	21 Share a positive change you've seen at your workplace.	22 Post an encouraging message for new employees.	23 Highlight a community service project.	24 Share a personal achievement.	25 Post a thank-you message to your coworkers for their support.	26 Share a tip for balancing extracurricular activities.																																																																																																		
27 Highlight a sports team and their positive impact.	28 Post a picture of a favorite book that inspires you.	29 Share a playlist that helps you focus.	30 Highlight advice that helped you.	31 Share a tip for dealing with stress in a healthy way.	<p style="text-align: center;"><b>JUNE</b>                      <b>AUGUST</b></p> <table border="0" style="width: 100%; font-size: small;"> <tr> <td>S</td><td>M</td><td>T</td><td>W</td><td>Th</td><td>F</td><td>S</td> <td>S</td><td>M</td><td>T</td><td>W</td><td>Th</td><td>F</td><td>S</td> </tr> <tr> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td> <td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td>1</td><td>2</td> </tr> <tr> <td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td> <td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td> </tr> <tr> <td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td> <td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td> </tr> <tr> <td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td> <td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td> </tr> <tr> <td>29</td><td>30</td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td> <td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td> </tr> <tr> <td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td> <td>31</td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td> </tr> </table>		S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	1	2	3	4	5	6	7	27	28	29	30	31	1	2	8	9	10	11	12	13	14	3	4	5	6	7	8	9	15	16	17	18	19	20	21	10	11	12	13	14	15	16	22	23	24	25	26	27	28	17	18	19	20	21	22	23	29	30	1	2	3	4	5	24	25	26	27	28	29	30	6	7	8	9	10	11	12	31	1	2	3	4	5	6
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# AUGUST 2025 THRIVE AND SHINE.

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Lend a hand—take on a task for someone feeling overwhelmed.							Leave a sticky note on a desk with a compliment or good wish.							Start a "Stretch Break" challenge—get everyone up and moving!							Share a 5-minute guided breathing video to boost mindfulness.							Invite the team on a "Fresh Air Friday" walk during lunch.							Send a "thank you for being amazing" text to brighten a colleague's day.							Take something off a colleague's plate—because teamwork makes the dream work.						
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Create a "Chill Vibes" playlist and share it for a peaceful afternoon.							Compliment a coworker's work and tell them how it inspires you.							Bring in a cozy, calming drink like herbal tea and share it with the team.							Organize a "Zen Zone" team activity, like mindfulness or light stretching.							Help a colleague declutter their desk to clear their mental space.							Drop a helpful article in the team chat about stress management.							Start a "Quiet Hour" where everyone focuses on deep work—no distractions!						
17							18							19							20							21							22							23						
Offer a listening ear over coffee—sometimes, all it takes is a chat.							Celebrate someone's work-life balance by sending them a positive shout-out.							Host a "Wellness Break" where everyone shares a self-care tip.							Create a "Wellness Buddy" system—encourage a coworker to join you for a workout or walk.							Bring in a plant or fresh flowers and let them brighten up the workspace.							Take on a task that's weighing someone down—share the load!							Lead by example—take a proper lunch break and encourage others to follow.						
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Write a thank-you note to a colleague and tell them how much they mean to the team.							Celebrate a teammate's recent win—big or small—with a quick shout-out.							Lend a hand to a coworker drowning in their to-do list—offer your support.							Share a fun, helpful wellness app or tip with the team.							Start a gratitude jar—everyone adds something they're thankful for.							Offer to take over a task so a colleague can recharge or take a mental health day.							Share an empowering affirmation with a coworker to boost their spirits.						
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Reflect on the month and thank your coworkers for their positivity and support.																																																

# SEPTEMBER 2025

LITTLE ACTS, BIG CHANGE.

**RANDOM ACTS OF KINDNESS**  
FOUNDATION®

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	Greet everyone with a smile this morning.	Hold the elevator for a colleague running late.	Send a quick "hope you're doing well" message to a coworker.	Leave an uplifting note on a teammate's desk.	Pay for a colleague's coffee, anonymously.	Compliment a coworker's recent project or effort.																																																																																																																
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Offer to help with a task or deadline.	Give a shout-out to someone's hard work in a meeting.	Share a helpful article or tool that could make someone's job easier.	Let someone go ahead of you in line at lunch.	Offer to take a group photo during a team meeting or event.	Send a handwritten thank-you note to someone who helps behind the scenes.	Lend a hand with a colleague's project—even a small task.																																																																																																																
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Share some office supplies you don't need with a coworker.	Acknowledge the "quiet achievers" with a simple thank you.	Invite a colleague to grab coffee or lunch for a casual chat.	Send a motivational quote in the group chat to inspire others.	Recycle your office waste properly and encourage others to do the same.	Leave a snack or treat in the break room for your coworkers.	Offer to pitch in with a colleague's project outside your usual role.																																																																																																																
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Compliment a coworker's positive attitude or work ethic.	Check in with a team member you haven't heard from in a while.	Share your umbrella with a colleague caught in the rain.	Send a quick "thanks for all you do" message to a teammate.	Offer to help a colleague with their workload for the day.	Leave a positive online review for a service you've used at work.	Volunteer to assist with an office charity event or cause.																																																																																																																
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Thank a mentor or colleague for their support and guidance.	Listen actively when a coworker needs to vent or talk through something.	Organize a small thank-you gift or gesture for a coworker who's been helpful.																																																																																																																				

# OCTOBER 2025

## BOO-TIFUL KINDNESS.

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7	8	9	10	11	12	13	2	3	4	5	6	7	8	Share your favorite autumn recipe with your coworkers.							Bring in a basket of apples to share with the office.							Send a spooky e-card to a colleague to brighten their day.							Start a "thankful jar" in the break room where everyone can add notes of gratitude.																											
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21	22	23	24	25	26	27	16	17	18	19	20	21	22	Offer to take a colleague's task off their plate for the day.							Decorate your workspace with autumn-themed items and encourage others to do the same.							Share a motivational quote to help lift everyone's spirits as the season changes.							Host a mini pumpkin decorating contest at work.							Bring in some fall-themed snacks like pumpkin bread or spiced cookies to share.							Give a compliment to someone you don't usually talk to—spread kindness.							Organize a "Crisp Air" lunchtime walk with colleagues to enjoy the fall weather.						
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5	6	7	8	9	10	11	30	1	2	3	4	5	6	Hand out small, inexpensive Halloween-themed treats (like candy or stickers).							Help someone with a project they've been struggling with.							Leave a note of encouragement in a colleague's workspace.							Set up a fall playlist to play in the office—cozy vibes only!							Offer to assist a coworker with planning a Halloween costume for the office party.							Take a moment to thank someone for their hard work, big or small.							Share a fun autumn-themed fact or trivia question in a meeting.						
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														Surprise a colleague with a small, seasonal gift, like a scented candle.							Write an anonymous "pumpkin praise" note and leave it on a coworker's desk.							Start a fall-themed potluck and encourage everyone to bring their favorite autumn dish.							Compliment someone's fall fashion—whether it's cozy sweaters or Halloween attire!							Host a "Spooky Snack" day and invite everyone to bring in Halloween-themed treats.							Volunteer to help decorate the office for Halloween or autumn.							Offer to take a coworker's shift or help them with a challenging task.						
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														Organize a quick team-building activity, like a scavenger hunt with autumn clues.							Send a "boo-tiful" text message to a colleague to check in.							Create a fall-inspired "gratitude board" where team members can post things they're thankful for.							Give someone a "treat" instead of a "trick"—like a surprise coffee or snack.							Host a Halloween costume contest or encourage everyone to dress up in a lighthearted way.							Share a spooky story (or a funny one) with your coworkers at lunch to wrap up the month with some laughs.													

# NOVEMBER 2025 GRATEFUL HEARTS.

**RANDOM ACTS OF KINDNESS**  
FOUNDATION®

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2 Send a quick message to a colleague telling them how much you appreciate their hard work.							3 Organize a "Thankful Lunchtime" where everyone shares one thing they're grateful for, followed by a small treat or snack to celebrate.							4 Leave a handwritten thank-you note on a colleague's desk.							5 Compliment someone for going above and beyond in their role.							6 Start a "Gratitude Wall" in the break room where team members can post what they're thankful for.							7 Organize a team lunch to thank everyone for their hard work.							8 Acknowledge someone who often works behind the scenes, like the custodian or IT support.						
9 Share a personal story of gratitude during a team meeting to inspire others.							10 Volunteer to cover for a coworker who needs a mental health break.							11 Offer to help someone with their to-do list for the day.							12 Write a thank-you email to a mentor or supervisor who has supported you.							13 Bring in a batch of homemade or store-bought treats to share with the team.							14 Start a "Thankful Thursday" tradition where everyone shares something they're grateful for.							15 Make a list of things you're thankful for at work and share it with your team.						
16 Send a thoughtful "thank you" card to a coworker who made a positive impact on your workday.							17 Lend a helping hand to someone who is overwhelmed by their workload.							18 Celebrate small wins by sending a group-wide thank-you message.							19 Create a thank-you banner or card for a colleague leaving for a new job or taking a long vacation.							20 Invite a coworker to lunch as a thank-you for their support or friendship.							21 Create a team gratitude playlist where everyone adds their favorite uplifting songs.							22 Offer to assist with a task that isn't in your job description but will help someone else.						
23 Share an article or book on gratitude with your colleagues to inspire them.							24 Celebrate Thanksgiving early by writing a collective "thank you" message to your team.							25 Offer a word of encouragement to a coworker facing a tough project or deadline.							26 Surprise a coworker with a small gift as a token of appreciation.							27 Set aside time in a meeting to publicly thank someone for their contributions.							28 Acknowledge someone's positive attitude or helpfulness during a challenging situation.							29 Organize a group "thank you" video for a colleague who is going above and beyond.						
30 End the month with a team gathering to reflect on what you're grateful for as a group.							1							2							3							4							5							6						

# DECEMBER 2025

## THE GIFT OF GIVING.

**RANDOM ACTS OF KINDNESS**  
FOUNDATION®

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30	1 Start a "Gift of Kindness" calendar where everyone can share small acts of generosity each day.	2 Donate a toy or item to a local holiday drive.	3 Volunteer to cover for a coworker so they can take time off during the busy season.	4 Bring in a batch of holiday treats to share with the office.	5 Send a thoughtful thank-you note to a colleague for their support throughout the year.	6 Start a "White Elephant" gift exchange for a bit of fun and camaraderie. Make the theme 'kindness'.																																																																																																		
7 Give a compliment to a coworker who has made a difference to your work.	8 Help a team member organize their workspace or get through their to-do list.	9 Bring in a homemade holiday decoration for the office.	10 Donate food to a local food bank and encourage your team to do the same.	11 Organize a charity drive at the office—collect items for a cause you care about.	12 Offer a helping hand with holiday shopping—whether it's tips or offering to take over some work.	13 Create a "Gratitude Tree" where coworkers can hang notes of appreciation for each other.																																																																																																		
14 Share your favorite holiday playlist to help spread festive cheer around the office.	15 Offer to walk a colleague's dog or help with errands to make their holiday season a little less hectic.	16 Host a "Holiday Spirit Day" where everyone dresses up in their festive best.	17 Give the gift of your time by helping a colleague with something they're struggling with.	18 Bring in a holiday-themed lunch to share with your team—whether homemade or takeout.	19 Surprise a coworker with a coffee or snack to brighten their day.	20 Organize a team volunteering event for a local charity or holiday event.																																																																																																		
21 Start a "Positive Note Exchange" where colleagues leave encouraging notes for each other.	22 Help a colleague get organized for the upcoming year by sharing tips or offering assistance.	23 Share a "Random Act of Kindness" story in the team chat to inspire others.	24 Give a gift of recognition—a small treat or a heartfelt note of appreciation for a job well done.	25 Offer to assist with a holiday project or task that's outside your usual responsibilities.	26 Start a donation matching program at work and encourage colleagues to participate.	27 Create a small, festive surprise box for a coworker—think candles, holiday treats, or a thoughtful note.																																																																																																		
28 Write an appreciation post for a colleague's work on social media or within the company newsletter.	29 Create holiday-themed goodie bags for the team with personal notes inside.	30 Organize a card exchange where colleagues write and share kind messages.	31 Reflect on the year with a team gathering to celebrate your successes and give thanks for each other.	1	<p><b>NOVEMBER</b></p> <table border="1"> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>Th</td><td>F</td><td>S</td></tr> <tr><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td>1</td><td>1</td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td></tr> </table> <p><b>JANUARY</b></p> <table border="1"> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>Th</td><td>F</td><td>S</td></tr> <tr><td>28</td><td>29</td><td>30</td><td>31</td><td>1</td><td>2</td><td>3</td></tr> <tr><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr> <tr><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td></tr> <tr><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr> <tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td></tr> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td></tr> </table>		S	M	T	W	Th	F	S	27	28	29	30	31	1	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	1	2	3	4	5	6	S	M	T	W	Th	F	S	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7
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11	12	13	14	15	16	17																																																																																																		
18	19	20	21	22	23	24																																																																																																		
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