Connecting gratitude, wellbeing and global mobility

PULSE SESSION
Webinar Series

Practical tools for building appreciation into your mobility program from Expat Valley, Positive Expatriation and Sterling Lexicon.

What You Need to Know

- Building intentional space for gratitude helps relocating families notice existing support and progress rather than focusing only on the tasks still ahead.
- What gratitude looks like will probably shift across assignment stages, from decision-making through arrival, settling in and repatriation.
- Allowing for and demonstrating honest, mixed emotions builds more trust than trying to maintain forced positivity. Genuine appreciation also changes practical arrangements like task ownership, partner career support and family check-ins.



- Mobility professionals can apply the same gratitude practices that benefit relocating families. Asking a simple weekly question, such as what went well or what strengths do we have that contributed to a success, builds awareness and resilience on your own team.
- Organizations can foster gratitude by intentionally creating positive experiences, encouraging appreciation and capturing feedback during regular check-ins. This helps assess the effectiveness of mobility support alongside other program metrics. Capturing specifically what people found helpful and bringing that back into provider reviews also helps your external teams improve and validate their support.

Key Takeaways for Mobility

- **Ask what went well.**
  Build this question into your everyday check-ins and meetings, not only discussions of open issues.
- **Create positive experiences on purpose.**
  Welcome gestures, buddy connections, encouragement to start new traditions and milestone recognitions help families build confidence and a deeper sense of belonging. These are two outcomes that are far too important to leave to chance.
- **Design for people, not only process.**
  Extend program design beyond housing, schools, immigration and moving logistics to include wellbeing, family adjustment and belonging at every stage.
- **Be specific about what you appreciate.**
  Ask what a colleague or provider actually did and why it mattered rather than offering general praise.
- **Feed appreciation into your measurement.**
  Alongside things like cost and cycle time, track whether people could access support when needed and whether it truly addressed their concerns, or if there are opportunities to improve.

Research referenced during the session supports this focus: a meta-analysis of 145 studies across 28 countries found that gratitude practices can measurably improve wellbeing, and separate research from Oxford covering almost two million employees linked employee wellbeing to productivity, customer loyalty and profitability.

Ready to explore making a change?

Our teams can help you identify where a small, consistent gratitude practice could strengthen your program and reveal what is genuinely working for you, your employees and their families.

Schedule a call with our team

sterling lexicon® RELOCATION MANAGEMENT

EXPAT VALLEY

POSITIVE EXPATRIATION