

## Appreciation: Cultivating Respect & Value for Each Person

- The languages of appreciation call attention to the importance of recognizing each other. To be seen, understood & appreciated is a desire we all have. Expressing appreciation improves relationships & feeling valued brings out our best. Appreciation is also a business sustainability component.
- The concept of appreciation can be perceived as a “nice to have” or something “soft.” What is your perception of appreciation & its value at work? How does your organization embrace this type of recognition?

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### The 5 Languages of Appreciation at work:

- Words of Affirmation: using words to communicate positive messages. This is communicated through affirmations, empathy & active listening. Effective when done authentically & often.
- Quality Time: giving another person undivided attention. This can be done through focused attention, companionship, & shared experiences. It is being fully present with another.
- Acts of Service: providing physical assistance to others. To be most effective, ask cheerfully before helping, do it their way & finish the task you commit to helping with.
- Tangible Gifts: giving the right gift to a person who appreciates tangible rewards. Includes experiences & things.
- Physical Touch: spontaneous celebration & appropriate 😊

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- Based on these descriptions, how do you receive appreciation?

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- Do you tend to give appreciation a certain way? What is your default way to express appreciation?

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- Think about 1-2 people you work closely with. Based on your experience, what do you think works best when it comes to recognizing their value? If you cannot answer this, then maybe it's time to ask 😊

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- How would this practice impact my team? My organization?

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- How could this practice impact my family & friends?

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