

Empowering the Five Languages of Appreciation in the Workplace

Why

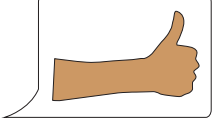




Because we are all different, researchers have identified five different ways of communicating to adapt to each other's preferences.

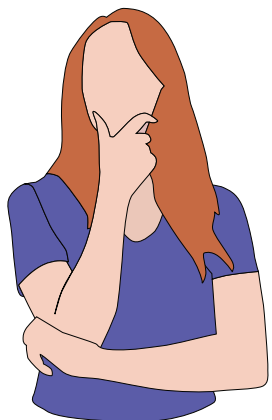
Everyone receives and gives appreciation in different ways, and knowing our colleagues' preferences can greatly increase the effectiveness of acts of appreciation.

The goal is to empower leaders and employees in communicating appreciation at work.



Five different types of languages of appreciation

Language	Description	Examples
Words of Affirmation 	Affirming others using written or spoken words.	<ul style="list-style-type: none"> Encouraging or praising in person, texts or at a meeting. Seeing the person doing what you value and call attention to it. Describing the appreciated behaviour as opposed to saying a general "thanks". Focusing on praising the person's character as well as their behaviour.
Acts of Service 	Pitching in to help and get things done.	<ul style="list-style-type: none"> Asking before helping. Finishing what you start to not let your colleague helpless. Doing it their way when helping someone else.
Quality Time 	Giving someone undivided personal attention.	<ul style="list-style-type: none"> Having a one-on-one conversation. Sharing experiences (with no distractions like phones). Chatting with one another.
Tangible Gifts 	Offering thoughtful, non-monetary gifts to a recipient. Best if personalized	Giving items like: <ul style="list-style-type: none"> gift certificates or gift cards event tickets coupons instant awards (iBoutique)
Physical Touch 	High fives and fist bumps are sometimes used for celebratory moments.	Giving a: <ul style="list-style-type: none"> high fives handshakes



Is there a difference between recognition and appreciation?

Yes! Although these two terms are similar, there is a difference between them.

Recognition is about giving praise based on successful results or performance.

Appreciation is about valuing someone beyond its accomplishments and even failures, it's more a testament to their character.

Benefits

Receiving appreciation for our efforts helps to:

- build trust within teams;
- strengthen relationships; and
- improve self-esteem.

Research shows that feeling appreciated leads to better health, lower stress, and fewer sick days.

Giving appreciation helps to:

- provide continuous feedback to a well-deserving team.
- increase productivity to motivate employees.

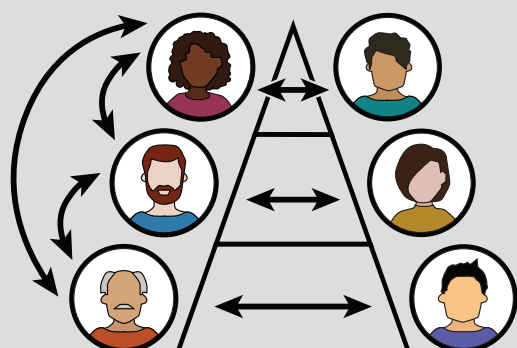


How do I identify my own/my colleague's language of appreciation?

Please complete the [languages of appreciation quiz](#) to learn your preferred language of appreciation in the workplace and reflect on the different language of appreciation your colleagues may prefer.

Who?

Appreciation can be expressed to anyone, regardless of level, position or tenure!



What's next?

Take it to the next level with your teammates!

Download, complete and share with your team the [favourite language of appreciation group profile template](#), so everyone can tailor their tokens of gratitude.

