

# BUILDING AN APPRECIATIVE WORKPLACE

If you're a leader, showing your team appreciation is vital for fostering motivation and loyalty. Did you know that everyone feels appreciated in different ways. It's like speaking different languages. Understanding how your team members like to be recognized can totally change the vibe in the practice and boost culture. If you hit the mark and show appreciation in ways that truly resonate with them, they'll feel valued and motivated creating a ripple effect of positive outcomes for your practice. They'll be more engaged, productive, and committed to their work. This boosts overall morale and fosters a collaborative environment where everyone is invested in the practice's success.



Based on the #1 New York Times bestseller, *The 5 Love Languages*, in which Dr. Chapman and Dr. White give you practical steps to make any workplace environment more encouraging and productive.

## ▼ The Five Languages of Appreciation in the Workplace

1



Words of Affirmation

2



Quality Time

3



Acts of Service

4



Gifts

5



Physical Touch

Remember, sincerity is key when expressing appreciation. Tailor your appreciation to the individual and be genuine in whichever style you deliver it!

The 5 Languages of Appreciation in the Workplace

How could you demonstrate this style of appreciation?

> Words of Affirmation



Recognition through verbal/written praise and encouragement.

> Quality Time



Dedicating time and attention to individuals, fostering meaningful interactions and connections.

> Acts of Service



Helping out with tasks or projects, alleviating burdens and supporting colleagues.

> Gifts



Thoughtful presents or tokens of gratitude, symbolizing recognition and value.

> Physical Touch



Appropriate physical gestures like handshakes, high fives, or pats on the back, promoting a sense of connection and camaraderie.

# Team Appreciation Survey: **Example**

**> NAME:**

**> JOB TITLE:**

**> WORK ANNIVERSARY DATE:**

**> BIRTHDAY:**

**1** What are some work accomplishments and/or contributions that you would appreciate being recognized for by your team?

- Customer Services
- Innovative ideas or processes
- Taking on extra responsibilities or projects
- Consistent job performance
- Collaboration/support of team

**2** What would you find meaningful in being recognized for the work accomplishments listed above?

- Public verbal acknowledgement
- Personal Note or card
- Gift card/bonus
- One on one time with supervisor/check-in
- High Five, Pat on back, Fist bump

**3** In what type of setting are you most comfortable receiving recognition?

Private
  Small Group
  Public
  No preference

**4** Please list some of your favorite things so that we can get to know you better and acknowledge you in the future!

**> Favorite Drink**

**> Favorite Snack**

**> Favorite Dessert**

**> Favorite Restaurant**

**> Favorite Retail Store**

**> Favorite Flower**