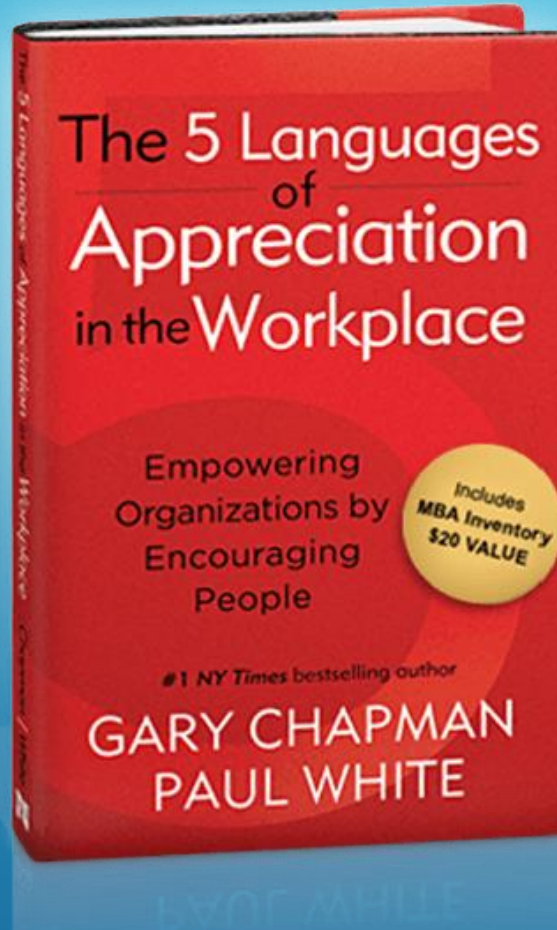


APPLYING

APPRECIATION

5 LANGUAGES OF APPRECIATION



<https://mbainventory.com/>

BLIND SPOT

Overcoming Your Blind Spot

Your primary language is
not **their** primary language



YOUR PROGRAM....

RECOGNITION OR APPRECIATION



APPLYING APPRECIATION

RECOGNITION VS APPRECIATION

Recognition (def)- Acknowledgement that something exists

Appreciation (def)-

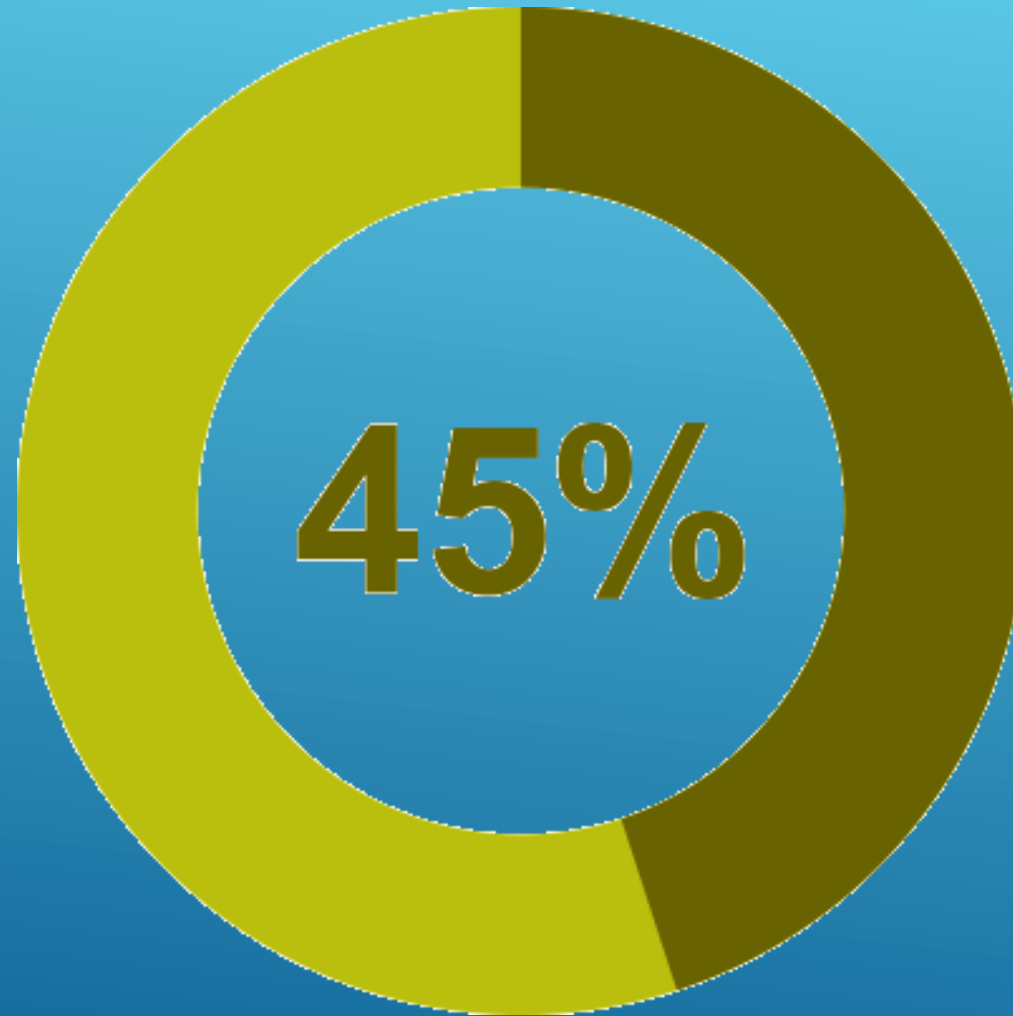
- Recognition/ enjoyment of the good qualities of something
- Full understanding of a situation

5 TYPES OF APPRECIATION

- Words of Affirmation
- Quality Time
- Acts of Service
- Tangible Gifts
- Physical Touch



WORDS OF AFFIRMATION



WORDS OF AFFIRMATION



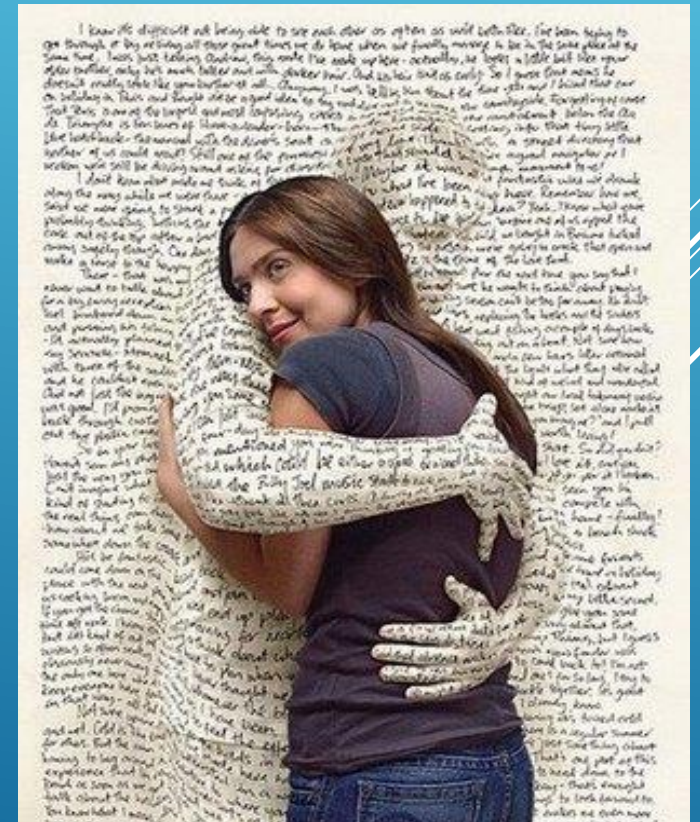
- **Verbal Praise for Accomplishment**
 - SPECIFIC
 - “I **like** the way that you...”
- **Affirmation of Character**
 - Focuses on INNER NATURE
 - “I **appreciate** that you keep your word”
- **Praise Personality**
 - “One of the things...always optimistic”

WORDS OF AFFIRMATION

“Killer” Kudos

Kudos so good you can **T.A.S.T.E.** them

T-rue
A-uthentic
S-pecific
T-imely
E-nthusiastic



APPLYING APPRECIATION

WORDS OF AFFIRMATION

What to Praise

Performance (specific)

Character/ Leadership Traits

Affirming their future

Asking to learn from them

With rewards attached when possible



APPLYING

APPRECIATION



QUALITY TIME

Quality Conversations

Creating a safe environment where you can share your accomplishments, frustrations and suggestions

Ask questions without “badgering”



“Every human being wants to be seen, heard, and understood”

APPLYING APPRECIATION

QUALITY TIME

Practical Tips



Eye Contact

Don't Interrupt

Don't try to multi-task

Pay attention to thoughts AND feelings

“Affirming” is not necessarily “agreeing”

Non-verbal cues

QUALITY TIME

Creating “QT”

Quality Conversations

Intentional Common Experiences

Small Group Discussions

Working on a project in close physical proximity



ACTS OF SERVICE

Who Likes Acts of Service?

Independent

High-Achievers

Those who “always” serve others



APPLYING APPRECIATION

TANGIBLE GIFTS

Giving the right gift to the right person who appreciates it sends a powerful and lasting message

Who and What?



APPLYING APPRECIATION

PHYSICAL TOUCH

Three A's of Physical Touch

A-Appreciated

A-Appropriate

A-Allowed



PROFESSIONAL STANDARDS CODE

- This session provides one (1.5) CEU
 - **Key Area:** : Administration-3400
 - **Key Topic:** Implement a system for retention, recognition and appreciation-3440



**EARN
CONTINUING
EDUCATION
CREDITS**

FINAL THOUGHTS



APPLYING APPRECIATION