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
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

45%
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-true
A-uthentic
S-pacific
T-imely
E-nthusiastic
WORDS OF AFFIRMATION

What to Praise

Performance (specific)
Character/Leadership Traits
Affirming their future
Asking to learn from them
With rewards attached when possible

APPRECIATION
APPLYING APPRECIATION

55%
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"
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
TANGIBLE GIFTS

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

Who and What?
Three A’s of Physical Touch

A-Appreciated
A-Appropriate
A-Allowed
This session provides one (1.5) CEU

- **Key Area**: Administration-3400
- **Key Topic**: Implement a system for retention, recognition and appreciation-3440
FINAL THOUGHTS