



# The 5 Languages of Appreciation in the Workplace

# Create healthy workplace cultures

Learn how to help everyone on your team feel truly valued

The goal of this information is to provide practical information to improve work-based relationships and assist in building positive workplace cultures by educating everyone on how to build positive work settings, not just for colleagues but clients as well.







## WORDS OF AFFIRMATION

– uses words to affirm people

# Words of Affirmation



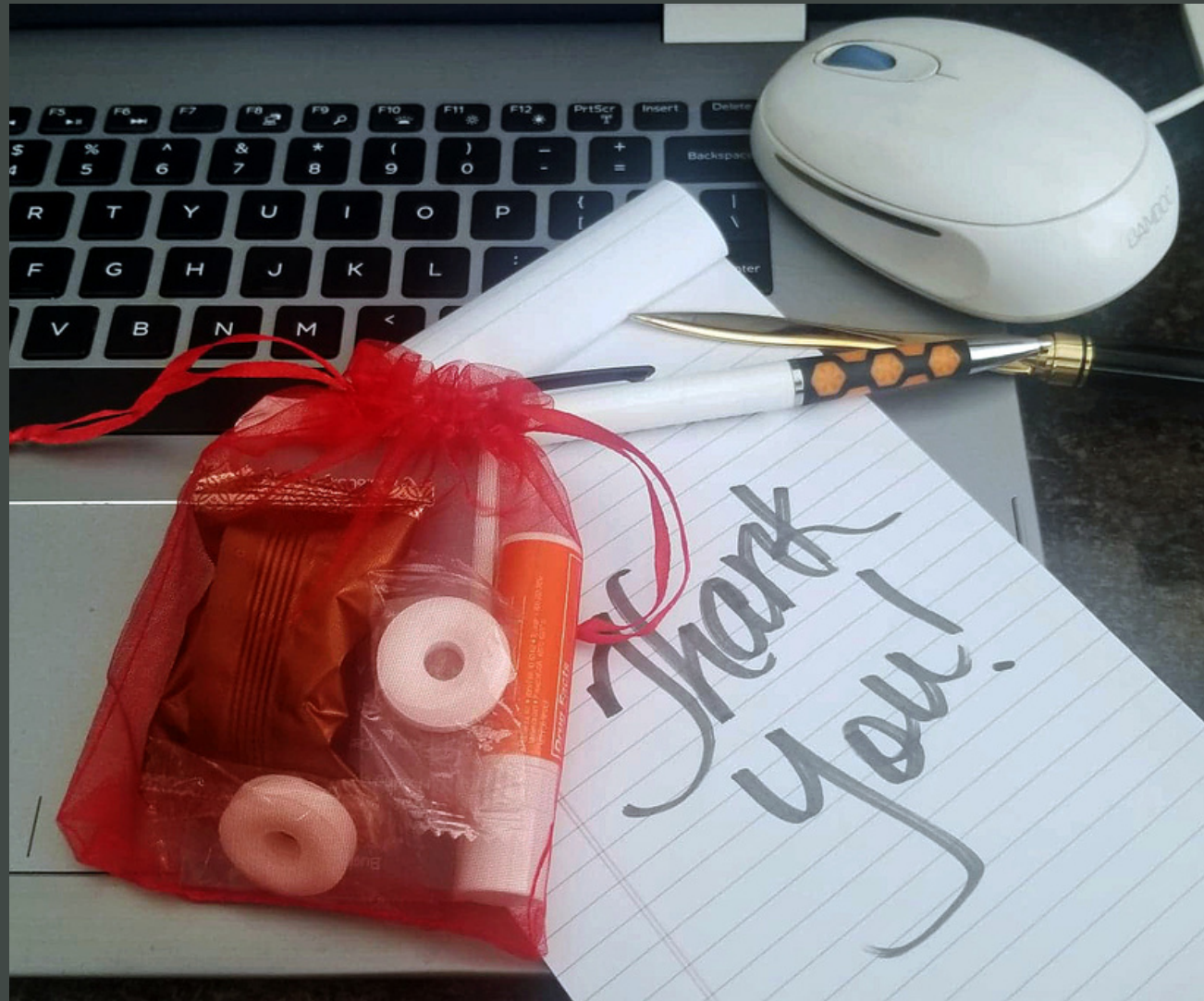
## ACTS OF SERVICE

– actions speak louder than words

# Acts of Service



# Receiving Gifts



## RECEIVING GIFTS

Some people like tangible things to make them feel appreciated

# Quality Time

QUALITY TIME

- giving someone your  
undivided attention







## APPROPRIATE PHYSICAL TOUCH

– although personal boundaries are important to keep in mind with this language of appreciation, this type of person's appreciation language would be to give them a high five, handshake, fist bump or pat on the back when acknowledging him or her for a great job.

# Physical Touch

## There is No One-Size-Fits-All

As we know, no two individuals are alike.

We each have our own unique desires and needs.

While it may seem like a daunting prospect at times, it is the responsibility of a leader to learn which languages are most meaningful to their staff.

Take quality time for example. It may be that some people want some individual time to talk with their supervisor, while others don't want to meet with their supervisor at all, but prefer some quality personal time off.

One of the best ways to discover how others prefer to be acknowledged and recognized is to experiment and observe. For example, try taking your staff out for a one-on-one lunch once month. Observe the impact of your gesture — did they respond positively? Did they seem happier? Did you notice an improvement in their work? Did they pass on the gesture by doing something kind for a coworker? Or did they seem uncomfortable or uneasy? These are all indications of how effective that method of appreciation is to that individual.

The ultimate goal is to improve the health and productivity of your organization. Challenging yourself to create an environment where employees feel appreciated and valued can have impacts that measure far beyond the bottom line.



# in conclusion:



The current problem in the workplace is the fact that many people do not feel loved, appreciated, or motivated to do their work, because they are accustomed to receiving and giving appreciation in certain ways. When someone doesn't reciprocate in a manner in which they are accustomed it can become very difficult for a person to feel appreciated or happy, even though that may not be the intent of the other person. That is why it is important for people to look into what motivates, stimulates, and makes others feel appreciated; (that provides the opportunity to live and thrive in a positive work environment).

If a boss, manager, or employer can adequately foster and cultivate a positive, healthy, and happy work environment, team members will seamlessly work together, be more productive, and more engaged, therefore helping the business or company as a whole.

When peers, teams, and colleagues support one another...everyone feels valued and appreciated, and people are able to perform at peak levels...creating a positive snowball in regards to changing the culture of the workplace.



Michelle Bryant Griffin is an award winning author, artist, photographer and entrepreneur of several businesses. She is available to share this complete presentation to your office or staff along with personal language assessment quiz and handouts.

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