

**The 5 Languages of Appreciation**  
The Secret to Employee Engagement

Love To Appreciate Consulting  
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www.LOVETOAPPRECIATE.com

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HELLO  
I'M A...  
MILLENNIAL

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### Learning Objectives:

1. Understand the importance of appreciation
2. Identify the 5 Languages of Appreciation
3. Learn ways to express individualized acts of appreciation to others
4. Develop a critical leadership skill

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### WIIFM

- Gain the skills to motivate and engage employees
- Become a better supervisor and co-worker
- Make your organization a better place to work
- Appreciative leaders are appreciated leaders

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So what happened?

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**B**elonging  
**A**ppreciation  
**M**eaning

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**VALUE  
&  
ROI  
of  
APPRECIATION**

1. Increased engagement
2. Increased job satisfaction
3. Increased productivity
4. Increased retention
5. Improved customer satisfaction
6. Improved relationships
7. More positive work environment

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# Foundational FACTS

People desperately want to feel appreciated and valued in their jobs.

Most people don't feel appreciated.

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# Key Research Findings

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# 79%

of employees who quit their jobs cite lack of appreciation as a key reason for their leaving

- O.C. Tanner Institute & Healthstream Study

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# 65%

of North Americans report that they received no recognition or appreciation at their workplace in the past year

- O.C. Tanner Institute & Healthstream Study

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*" Next to physical survival, the greatest need of a human being is psychological survival, to be understood, to be affirmed, to be validated, to be APPRECIATED. "*

- Stephen Covey

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**To feel appreciated is a  
human being's second  
greatest need.**

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**81%**

of employees say they're motivated  
to work harder when their boss  
shows appreciation for their work

- Glassdoor Survey

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*" What makes one person feel  
appreciated does not make another  
person feel appreciated. "*



**- Dr. Gary Chapman &  
Dr. Paul White**

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A key ingredient in being able to encourage and appreciate individuals is...

**Individualization**



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5 Languages of Appreciation

- 47%  Words of Affirmation
- 25%  Acts of Service
- 22%  Quality Time
- 6%  Tangible Gifts
- <1%  Physical Touch

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Words of Affirmation



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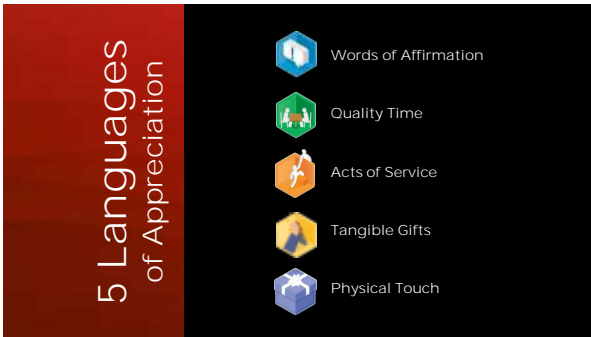
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## ACTIVITY

### Individual Acts of Appreciation

Pick the language that resonates with you the most, and check off the acts of appreciation that are **MEANINGFUL** to you.

If needed, use the space at the bottom to add your own action items.

Circle your Top 3 favorite acts of appreciation.

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### The Platinum Rule of Appreciation

Appreciate others the way they want to be appreciated.

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### Group vs. Individual Appreciation



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### My Action Plan

Pick someone at your work. Write down your action plan to show appreciation for this person in the next week.

PERSON I commit to show appreciation to \_\_\_\_\_

DEADLINE I will complete this act of appreciation before \_\_\_\_\_.

BENEFITS A positive outcome of showing my appreciation is \_\_\_\_\_.

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APPRECIATION



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### A Full Appreciation Tank



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Improving Organizational Culture & Employee Engagement  
Increasing Employee Morale, Productivity & Retention  
Attracting Millennial Talent



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