The 5 Languages of Appreciation
The Secret to Employee Engagement

LOVE TO APPRECIATE CONSULTING
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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

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

So what happened?
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
Foundational FACTS

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

Most people don’t feel appreciated.

Key Research Findings
79% of employees who quit their jobs cite lack of appreciation as a key reason for their leaving. 

- O.C. Tanner Institute & Healthstream Study

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

"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
To feel appreciated is a human being’s second greatest need.

81% of employees say they’re motivated to work harder when their boss shows appreciation for their work.

“...What makes one person feel appreciated does not make another person feel appreciated.”

- Dr. Gary Chapman & Dr. Paul White
A key ingredient in being able to encourage and appreciate individuals is...

**Individualization**

**5 Languages of Appreciation**

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

**Words of Affirmation**
5 Languages of Appreciation

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

Understanding Individual Acts of Appreciation
**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.

**The Platinum Rule of Appreciation**

Appreciate others the way they want to be appreciated.

**Group vs. Individual Appreciation**
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 ____________________.

APPRECIATION

A Full Appreciation Tank