



The Common Misunderstandings Leaders Have About Appreciation with Dr Paul White

Business leaders focus on increasing productivity and work value, and most workplace cultures value an employee's performance. This isn't necessarily a bad thing! Businesses should meet certain metrics to ensure sustainability.

However, it is also vital to establish a culture that shows appreciation in the workplace. Many studies show that building a stable working relationship requires effective communication. In this episode, Dr Paul White discusses the importance of showing appreciation in the workplace. He gives us the five appreciation languages to work with.

Note that there are specific ways to show appreciation. So it's crucial to identify the appreciation language that each member of the team values most. In doing so, you can show your appreciation more effectively. With the right tools and strategies, authentic appreciation can boost employee morale. It can also improve the function of the organisation.

QUOTE TO REMEMBER

'We try to help differentiate between employee recognition and what we would call authentic appreciation because we're not just about helping people sort of go through the motions, but really to be able to communicate in a genuine way.'

Activity: What Is Your Appreciation Language?

When some hear the word appreciation in the workplace, they assume it refers to employee recognition.

Before this episode, what do you know about employee recognition and authentic appreciation? How has listening to the episode changed your view?

Employee Recognition

Authentic Appreciation

What do you think your appreciation language is? What makes you think so?

Based on your interactions in the workplace, do you think your appreciation language is being demonstrated?

Which appreciation language do you value the least? How can knowing this inform the way you communicate with someone who values this language the most?

Communicating with your co-workers can help your team boost their performance. And showing appreciation can lower the friction between each member. Give three (3) benefits of incorporating an appreciative culture in the workplace.

1.
2.
3.

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People have different appreciation languages. How can you show your appreciation to a colleague who values a particular appreciation language? What could you do to make their working days better?

[For example] Words of Affirmation – Putting encouraging notes on your co-worker’s deliverables.

Appreciation Language	Action
Words of Affirmation	
Quality Time	
Acts of Service	
Tangible Gifts	
Physical Touch	

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Why do you think giving tangible gifts is only valued by some people?

Even in remote working, studies show that appreciation languages remain more or less the same. What is the importance of personal interactions among co-workers during the pandemic?



What are your takeaways on giving authentic appreciation towards your colleague? What are the common misconceptions addressed in this show? Write them in the space provided.

What You'll Learn from the Activity

Accomplishing this activity will help you reflect on the difference between appreciation and recognition. Recognition is about the performance and reward for people who meet the organisation's goals. In contrast, appreciation is about the whole person.

Further, this activity will help you understand the five appreciation languages. These include words of affirmation, quality time, and acts of service. It also includes tangible gifts and physical touch. These are crucial in building stable relationships among your team members or colleagues. Sometimes, a simple joke or funny moment can increase their morale. Other times, a coworker may appreciate you fielding their calls when they're working on a time-sensitive project.

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Finally, you will gain an appreciation of the benefits of knowing how to show appreciation properly. Some of these include lowering staff turnover, increasing profitability and customer satisfaction. It could also decrease conflict in general, especially between employees and managers.

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