

5 Languages of Appreciation in the Workplace



The Languages of Appreciation Quiz

Circle the letter from each pair that you feel is most important to you. Sometimes both will be important to you (or sometimes neither will be especially significant to you). Please choose the one that is most important to you of the pair presented. Do not spend a lot of time on each question; go with your first response.

1	B	I appreciate it when someone gives me their undivided attention.
	D	I appreciate when others assist me with jobs or projects.
2	D	I feel encouraged when someone helps me get tasks done.
	C	Receiving a gift card from my favorite store really encourages me.
3	C	When someone buys lunch for me, it communicates to me that I am important to them.
	A	Being told "thanks" for the work I do is really important to me.
4	B	I appreciate it when my colleagues choose to spend time with me.
	C	I appreciate it when I am given tickets to an activity (eg. Movie tickets) I enjoy.
5	D	I am energized when those around me help me out with tasks that need to be done.
	A	It motivates me when others praise me verbally.
6	A	I feel important when I'm told how much the work I do is appreciated.
	C	I feel important when I receive tangible rewards (gift cards, gift certificates for eating out) for a job well done.
7	D	When I am having a difficult day, it means a lot to me if someone helps me with a project or assignment I am working on.
	B	When I am having a difficult day, it means a lot to me when someone close to me stops and asks how I am doing.
8	C	Receiving tangible gifts (food, gift cards) cheers me up.
	D	When others help me get tasks done at work, it cheers me up.
9	A	I am more likely to persevere through a difficult task when someone thanks me for the work I am doing.
	B	When others show a genuine interest and listen to me, it helps me to persevere through a difficult task.
10	B	I feel valued when people take time to listen to my concerns.
	C	I feel valued when people close to me celebrate my birthday by getting me a gift.

11	B	I'm encouraged when I'm able to spend time together with my closest coworkers.
	D	I'm encouraged when my coworkers help me get caught up on tasks that are behind schedule.
12	C	I receive an emotional lift when I receive a gift from a friend or coworker.
	D	I feel supported when those who work close to me help me out when I'm overloaded with work.
13	C	I feel valued when someone who is important to me gives me a gift.
	B	I feel valued when people listen to me patiently without interrupting.
14	A	When I am feeling stressed, some words of encouragement help me feel better.
	D	When I am feeling stressed, having others help me get things done reduces my stress levels.
15	A	Being complimented for the work I do means a lot to me.
	B	Being able to "hang out" with friends and colleagues means a lot to me.
16	A	Kind words are especially encouraging for me.
	D	When someone gives practical help to me, I feel encouraged.
17	B	It energizes me when I spend time with the people from work whom I enjoy.
	A	It energizes me when I am told that I am doing a good job by those who work with me.
18	D	If I am discouraged, someone offering to do a small favor for me will lift my spirits.
	C	If I am discouraged, a small gift (humorous card, dessert) can lift my spirits.
19	D	I feel supported when others help me with a project I need to complete.
	B	Spending time with people important to me gives me a sense of support.
20	A	It really cheers me up when someone praises me for a "job well done".
	D	When someone enthusiastically does a task I requested, it cheers up my day.
21	A	When I am having a difficult day, a compliment really encourages me.
	C	When I am having a difficult day, receiving a small gift from a coworker really encourages me.
22	C	If life's circumstances are really difficult, I feel supported when someone sends a small gift to encourage me.
	B	If life's circumstances are really difficult, I feel supported when someone takes time to listen and understand what is going on.
23	A	I am energized when I receive verbal encouragement from others frequently.
	B	When I get to spend time with those who are important to me, I am energized.
24	A	Being recognized publicly for achievements I have accomplished makes me feel proud.
	C	I know people value me when they take the time and effort to buy me a gift.

25	D	I enjoy my work more when teammates offer to help me prepare for a big event or project.
	A	I enjoy my work more when those around me acknowledge my skills and contributions.
26	B	Any discouragement I may be experiencing seems to lessen when a coworker spends time with me to think through the issues I am facing.
	A	Any discouragement I may be experiencing seems to lessen when a coworker affirms my contributions (makes positive comments about what I have done).
27	B	After a large project has been completed, I like doing something special to celebrate with my team.
	C	After a large project has been completed, I like receiving some "time off" as a reward for my efforts.
28	B	When a coworker offers a "listening ear" to my concerns, I find myself feeling more positive about my work.
	A	When others work with me to get projects done, I find myself feeling more positive about my work.
29	C	If I am feeling unappreciated by those around me, receiving a gift card to go do something fun helps me feel better.
	A	If I am feeling unappreciated by those around me, others telling me how important I am to the team helps me feel better.
30	D	I feel more energized about my work when I know others will be there to help me complete a project, if assistance is needed.
	C	I feel more energized about my work when I know I will get tickets to an activity of interest to me when the project is done.

Your Score

Go through your responses and add up each letter circled and enter below. The response chosen the most is your primary language. You may be lucky and be bilingual!

_____ A = Words of Affirmation

_____ B = Quality Time

_____ C = Tangible Gifts

_____ D = Acts of Service

How to interpret your profile score:

Your highest score indicates your primary Appreciation Language. Your second highest score indicates your secondary language. If two scores are identical, you are bilingual (you have two primary languages). If the scores of your primary language and your secondary language are close (for example, 10 and 9 respectively), it indicates both are important to you. Whatever actions expressed in either language will motivate you.

MOTIVATING BY APPRECIATION

TANGIBLE GIFTS

10% of employees indicate tangible gifts as their **PREFERRED WAY** of being appreciated



68% of employees have tangible gifts as their **LEAST VALUED** language of appreciation

More than **45%** of employees cite **WORDS OF APPRECIATION** as their primary way to receive appreciation

RECEIVING APPRECIATION

Approximately **40%** of employees **DON'T LIKE TO GO UP IN FRONT OF LARGE GROUPS**



90% of employees find a **FUN WORK ENVIRONMENT** extremely motivating



70% of employees credited their **PEERS** for creating an **ENGAGING ENVIRONMENT**, while **PERKS SUCH AS WORK FUNCTIONS, PARTIES, OR AMENITIES** only accounted for **8%**



Top Ten Easiest Ways to Express Appreciation to Almost Anyone

1. Give a verbal compliment (say "thanks for ..."; tell them, "I'm glad you are part of the team.")
2. Write an email ("I just wanted to let you know ...; "It is really helpful to me when you ...")
3. Stop by and see how your colleague is doing. Spend a few minutes just chatting and checking in on them.
4. Do something together with your co-worker (like eating together.)
5. Do a small task for someone spontaneously (hold open the door, offer to carry something.)
6. Stop by their workspace and see if they need any help getting something done.
7. Buy them coffee, a drink, a snack or dessert.
8. Get them a magazine related to an area of interest they have (sports, hobbies, a place they would like to visit.)
9. Give them a "high five" when they have completed a task (especially one that has been challenging or they have been working on a while).
10. Greet your colleague warmly, with a smile and a handshake. (Say something like "It's good to see you!"; "How is your day going?")

