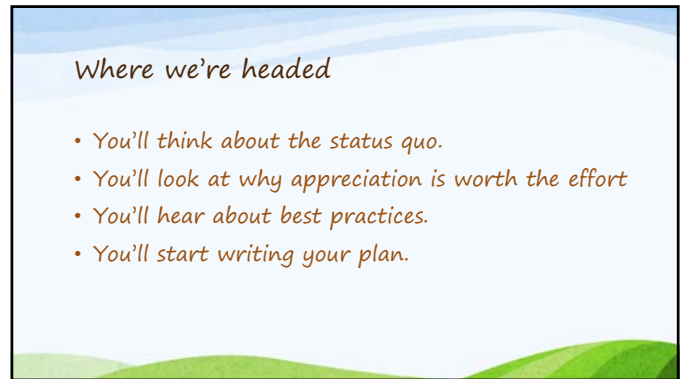
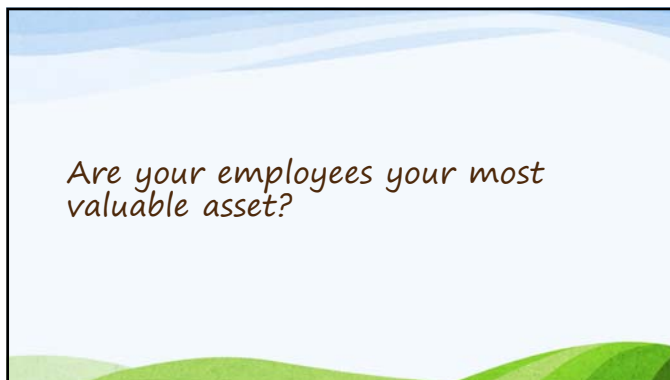




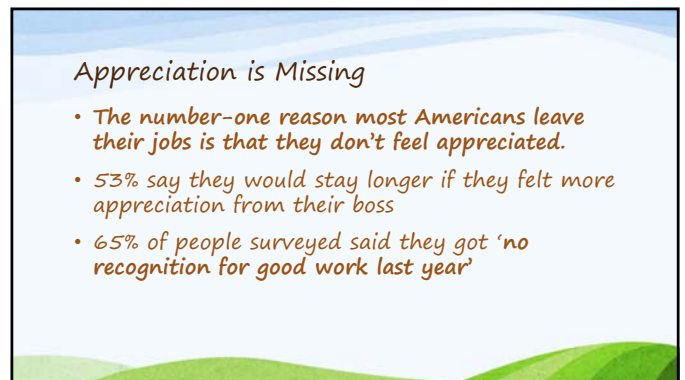
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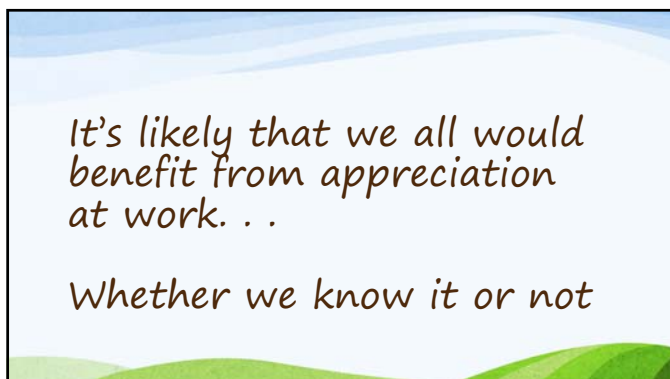
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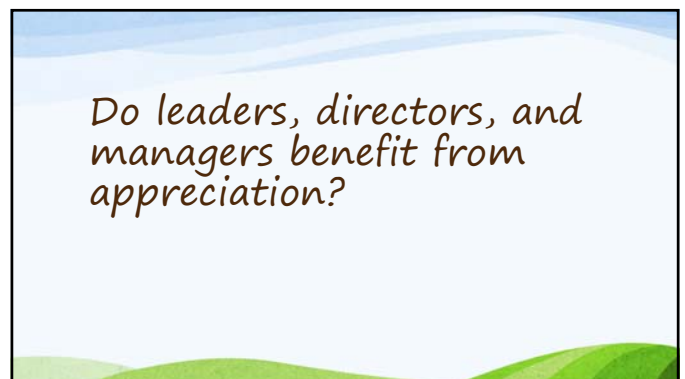
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Appreciation is Worthwhile

- 69% of employees say they would work harder if they felt their efforts were better appreciated.

Translated: 69% of employees

- feel under-appreciated,
- could work harder, and
- would work harder if they felt appreciated.

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Appreciation is Essential

Neuroscience tells us that employees crave 3 things in their workplace. Meeting these three needs doubles productivity. Employees need to feel:

- that they are safe
- that they belong
- that they matter

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Poll #1

How much of the time do you feel appreciated at work?

- 0-25%
- 26-50%
- 51-75%
- 76-100%

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What are the benefits of appreciation?

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Benefits of Appreciation

- When we show appreciation, dopamine is released in the brains of **both** the giver and receiver
- Employees are engaged and motivated
- Productivity and creativity increase, attrition and disengagement decrease.
- What else?

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What are the costs of appreciation?

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Costs of Appreciation

- Reward/incentive programs are expensive. External rewards can *decrease* intrinsic motivations.
- Time to make a plan
- Time to train supervisors
- Time to give appreciation
- Time to evaluate success and make changes.

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Recognition vs. Appreciation

- **Recognition** is the acknowledgement of an individual or team's behavior, effort and accomplishments that support the organization's goals and values." "You did a great job!"
- **Appreciation** is about the person: "You are a valuable member of our team!"

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4 Best Practices

1. **Be specific and relevant.** "Because you did such a good job on the report, I was able to collate results and recommend changes. I appreciate what you did for me."
2. **Be timely.** When you thank right away, it feels more genuine, and connects the action to the appreciation. And you don't forget to do it.

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4 Best Practices

3. **Make it personal.** Find out what makes the most difference to each employee.
4. **Appreciate daily and publicly.** This encourages peer-to-peer appreciation.

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Love Languages at Work:

How to make appreciation even more effective

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5 Love Languages at Work

- **Words of Appreciation**—"You really did a great job writing a compelling summary for the proposal."
- **Quality Time**—go out of your way, give them your time, discuss things that are important to them.
- **Gifts**—something they would value outside of work.
- **Acts of Service**—go out of your way to give help finishing a work project
- **Touch**—keep it professional

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Poll #2

What do you think your main love language is?

- Words of appreciation
- Quality time
- Acts of service
- Gifts
- Physical touch

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Implementing an Appreciation Plan

- Start with a survey, because measuring before and after will encourage everyone
- Start with yourself
- Recruit 2-4 employees as secret conspirators
- Recruit your CEO or Give your CEO genuine appreciation every day

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Appreciation Ideas

- Encourage peer-to-peer recognition by beginning meetings with celebrating successes.
- Include staff in decisions, be transparent.
- Give staff the day after Thanksgiving off as a surprise holiday. 62% of employees want this day off.
- Give staff birthdays off.

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Appreciation Ideas

- Start a 'kudos' wall in the office by providing a spot, post-its, pens, and a prompt
- During 1-on-1 supervision meetings, give at least one appreciation every time
- Don't wait for performance reviews, and do give lots of appreciation at reviews.

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Culture of Appreciation Plan

Why do I want to increase appreciation?

What are the barriers to increasing appreciation?

How can I remove these barriers?

Who can help me implement this plan?

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Poll #3

Are you committed to increasing appreciation at your workplace?

- Yes
- No
- I'm scared it won't work
- I need help

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Communicating Across the Political Divide

This unique communications skills training helps conservatives and liberals have conversations that keep going... and end in hugs and pizza.

What could be more important?

People are hungry for ways to impact the painful divide that has developed between conservatives and liberals. This half-day workshop delves into the findings of robust moral psychology research and provides tools for improving communication with people who have different values.

*Contact Heidi Venture to schedule a training.
541-490-8689
info@heidiventure.com*

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Intentional Inclusion

Do only familiar faces and voices inform your work? How do you seek and engage those who are not familiar with your organization and work? What happens when we overlook those who are directly affected by our work? Why would they want to be involved with you? This 2 hour workshop will teach you how bringing new voices to the table can provide you and your organization with new opportunities and bring energy to your work.

*Contact Heidi Venture to schedule a training.
541-490-8689
info@heidiventure.com*

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