

# Elevating Team Dynamics through Appreciation



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# Learning Objectives

- Gratitude Mindfulness
- Mindset
- Brain Science of Gratitude and emotions
- Emotions and Gratitude
- Fostering more Gratitude practices
- Benefits of Appreciation



# Mindfulness Tool

## Alignment with Self

- Clearing Brain Break
- Reset nervous system
- Brain ready to absorb information
- Self regulation skill



# Gratitude



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# Appreciation

What is it?

/əˌprēSHēˈāSHən/  
noun

A recognition and enjoyment of the good qualities of someone or something:





## Growth Mindset

Embraces challenges.

Believes intelligence and abilities can be improved.

Effort helps you master new skills.

Failures are an opportunity to learn and grow

Reflects on setbacks and uses them as lessons.

Receives feedback from others well.

Celebrates other people's successes

# What is your mindset?



## Fixed Mindset

Avoids challenges.

Believes intelligence and abilities are fixed.

Effort means you're not already good enough.

Failures mean you're a failure.

Blames others for setbacks.

Becomes defensive when critiqued.

Feels threatened by other people's successes



# Setting up your Mindset Tool - Morning Routine



# Research and the Brain

## Appreciation impacts on mental wellness

- Brain Hack
- Neurochemistry
- Mood boosting neurotransmitters

Serotonin and Dopamine that strengthen neural pathways.

Help us overcome our hard-wired  
**negativity bias**



**PRO TIP** - When we practice appreciation of ourselves it is easier to give to others.



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<https://www.adulthooddevelopmentstudy.org/>

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# Emotional Wellbeing Impact

## The Brain is practical.

It believes whatever is thought about is happening now.

Past

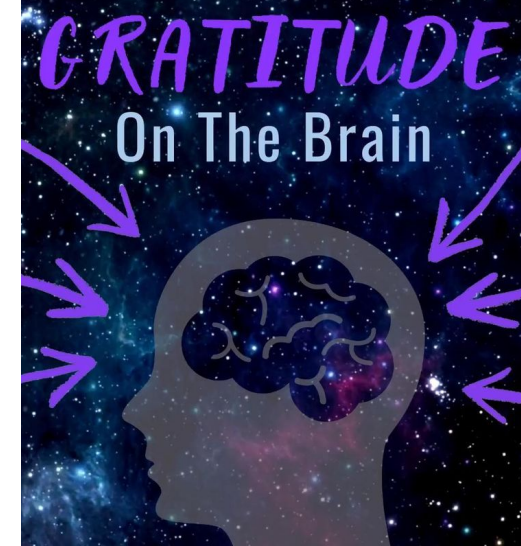
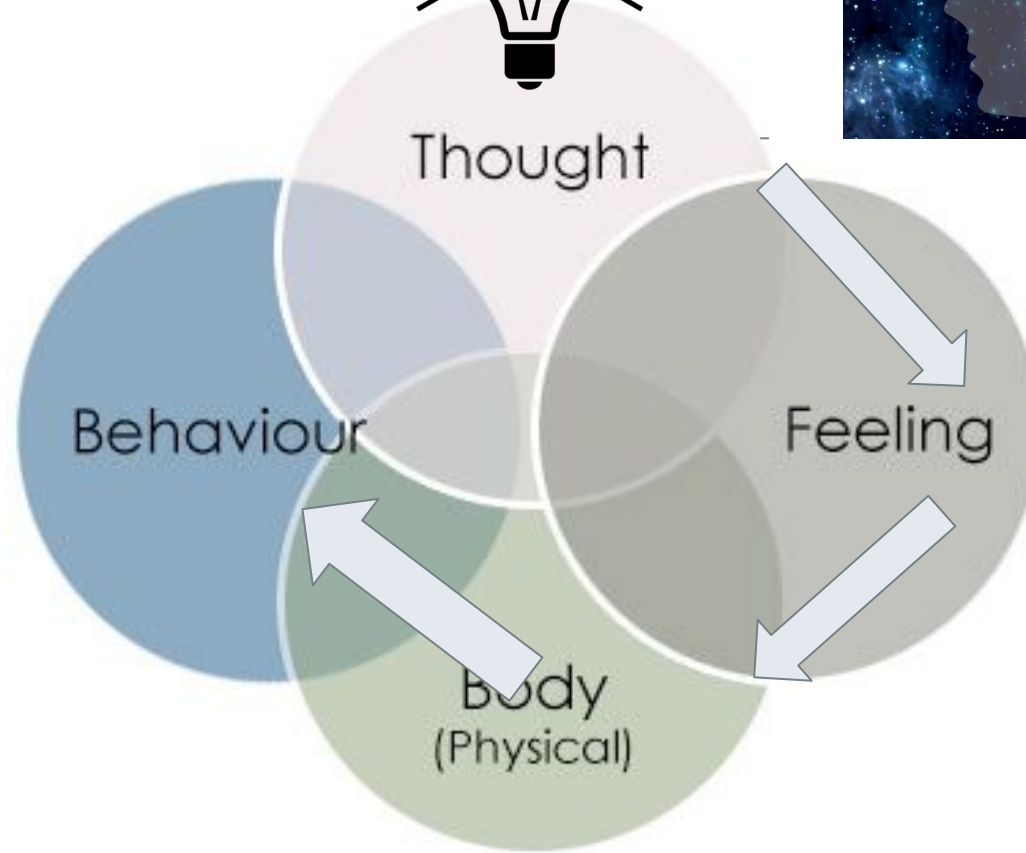
Present

Future

What emotions are connected to your thoughts for the past or future?

Where are they in your body?

What patterns of thought to you notice?



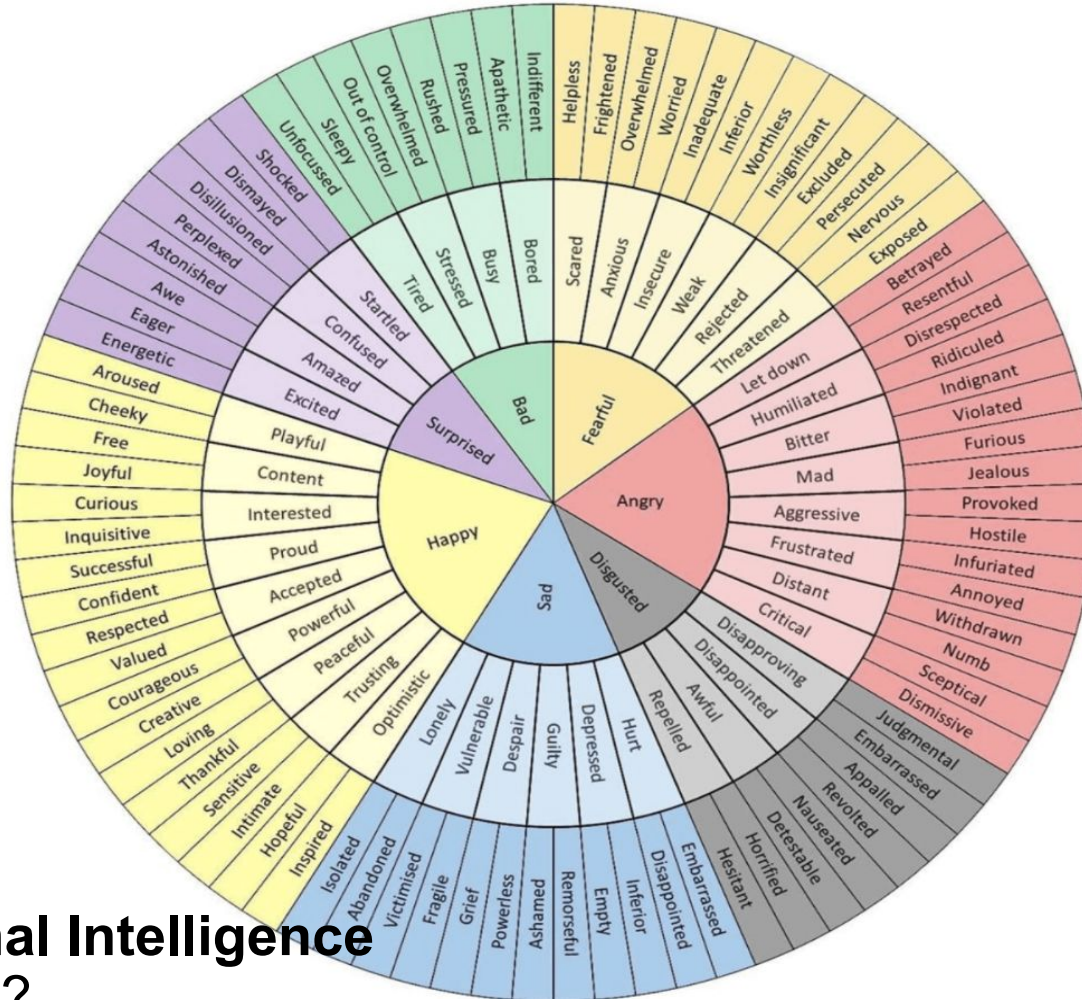
# Appreciation is an emotion



# What are you activating for yourself everyday?

## Which emotions are most active with your team?

# How do you notice your **Emotional Intelligence** activated within **Team Dynamics**?



# Emotional Intelligence

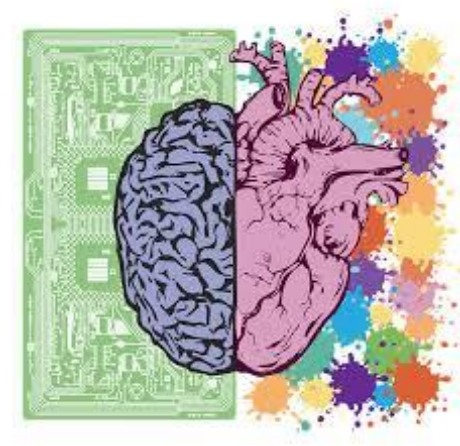




# Benefits of boosting Emotional Intelligence with Gratitude

## Team Dynamics ENHANCED

- Bodily regulation
- Attuned communication
- Emotional balance
- Response flexibility
- Understanding
- Empathy
- Insight
- Moral awareness
- Intuition



# Gratitude in the workplace

## Creating a culture of appreciation

**What do you notice with your team you can highlight?**

- 
- Achievements
- Exhibiting desired behaviors
- Going above and beyond expectations
- Milestones such as tenure



# 5 Love Languages in the Workplace



## “The Five Languages of Appreciation in the Workplace.”

Chapman is widely known for his seminal work, “**The Five Love Languages**,” which examines how different personality types give and receive love.

### #1. Words of affirmation

- These can be **verbal or written**. Whichever approach you take, be as specific as possible. A generic “good job” won’t be as compelling or effective as taking the time to compliment a certain skill set or action.
- Verbal affirmations **can take place on a stage** in front of hundreds or in a **one-on-one meeting**. Some employees may welcome positive remarks in front of their co-workers, while other people prefer a quick, low-key mention in passing. (Use your emotional intelligence)
- Written affirmations also are an effective way of showing appreciation. But again, consider how you relay the message, and whether the recipient prefers public or private compliments. A handwritten note can deliver more impact than an everyday email. These notes don’t have to be long — just honest and personalized.



# 5 Love Languages

## What is a love language, exactly?

Do you have a friend who says they'd take a clean kitchen over flowers any day when you'd prefer a little romance? That right there is a basic example of different love languages.

We all express and receive love differently and those differences could be the reason why feelings and good intentions sometimes get lost in translation.

**“The Five Love Languages,”**  
which examines how different personality types give and receive love.

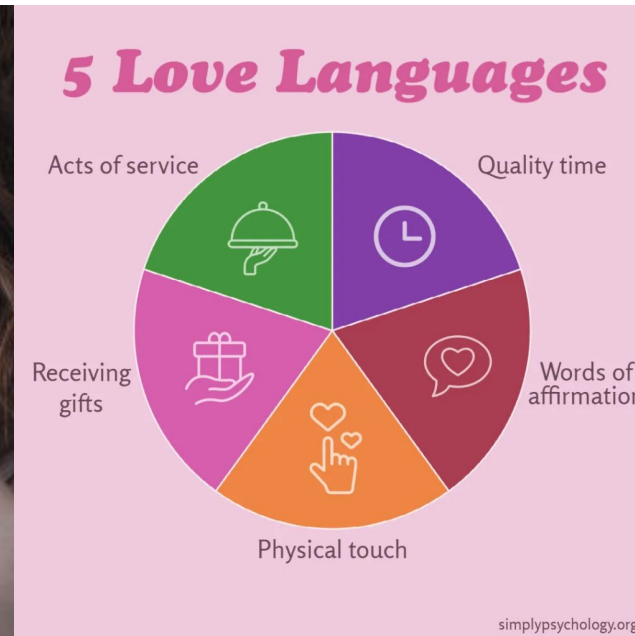
**#1. Words of affirmation**

**#2. Quality Time**

**#3. Physical Touch**

**#4. Gifts**

**#5. Acts of Service**



# 5 Love Languages

## **Words of affirmation**

Verbal expressions of love, appreciation, and encouragement

You like hearing “I love you” often, you thrive when you’re encouraged by others

Say — and mean — more I love you’s, thank you’s, you matter to me’s, and the like

## **Quality time**

Giving another person your undivided attention

You make time for others, you feel disconnected when you don’t spend enough time together

Have date nights, turn off your phones when you’re together, sit together and talk about your days

## **Physical touch**

Connection through appropriate physical touch (nonsexual or sexual)

You’re a “touchy-feely” person, you feel most loved when embraced or touched

Hold hands, be generous with affection and other types of PDA, prioritize sex if it’s important in the relationship

## **Acts of service**

Selfless, thoughtful acts that make a person’s life easier

You’re happy when someone helps without being asked, actions speak louder than words for you

Make them meals, take on a chore or two around the house, draw them baths

## **Receiving gifts**

Tangible tokens of love and thoughtfulness

You pride yourself on giving thoughtful gifts, you most appreciate meaningful gifts

Surprise them with gifts outside of special occasions, bring home their favorite treat, buy or make them gifts that are personal



# 5 Love Languages in the Workplace

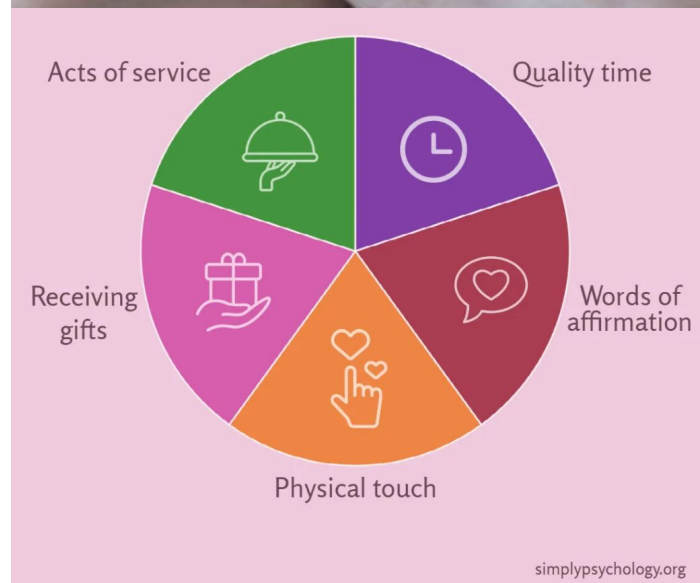
## Ways to spread the love

### #2. Quality Time

This means giving a colleague your undivided attention. Encouraging people can be as straightforward as showing up for them, truly listening, and affirming their feelings. Even your body language — when open and responsive — can convey interest and support.

You can give your time in many ways, including:

- Sharing a meal or drink
- Going on walking breaks during the day
- Holding small group sessions to hear your employees' concerns
- Hosting a volunteer day where co-workers gather for community service and giving activities
- Inviting employees to a fun, off-site problem-solving activity





# 5 Love Languages in the Workplace

## Spread the love

### #3. Physical touch



In Gary Chapman's first book on appreciation, "The Five Love Languages," physical touch is a logical expression of love between family or friends. But this is the thorniest of the five languages of appreciation in the workplace.

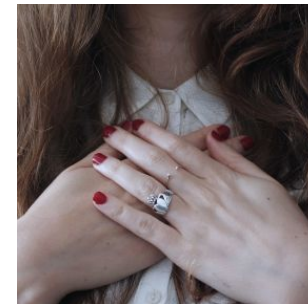
Appropriate physical touch in the office depends on HR guidelines and the recipient's own feelings. Do not touch anyone who does not want to be touched — no exceptions.

For colleagues who do feel valued by appropriate physical touch, it's critical to respect boundaries. Handshakes, fist bumps, and high-fives are typically acceptable. Showing genuine appreciation with these brief but uplifting acts can go a long way in expressing your gratitude.

Physical touch shouldn't be the primary way you show appreciation in the workplace, but a pat on the shoulder doesn't have to be forbidden, either.

The five languages of appreciation in the workplace don't just apply to managers and their direct reports. Anyone at any level can express appreciation to and for co-workers. Peer-to-peer appreciation can even carry more weight and points to a strong company culture of inclusion, support, and work relationships.

# 5 Love Languages in the Workplace



## #4 Gifts

If your co-workers appreciate tangible gifts, make sure you personalize them.

Take extra effort to note their interests in your day-to-day conversations. Issue company-wide surveys to each employee to learn about their favorite foods, interests, and activities or outings.

In remote workplaces, where it can be especially challenging to get to know one another, have your staff complete a questionnaire that gives you a glimpse into their hobbies and passions, pet peeves, and favorite music/movies/shows/books. Giving generic gifts can be perceived as wasteful and thoughtless, so keep a log of ideas. (Your presents don't need to be lavish.)

Here are some ideas to get you started:

- An employee loves coffee, especially from the independent shop down the block. Instead of emailing them a Starbucks gift card, make an effort to grab one from their preferred cafe.
- A co-worker is running ragged between work and family duties. They've commented on how difficult it is to get dinner on the table. Gift a meal-kit subscription or prepared meal that just needs reheating.
- An inexpensive yet thoughtful token of employee appreciation can be in the form of a favorite treat. It shows you've been paying attention.



# 5 Love Languages in the Workplace

Ways to spread the love



## #5. Acts of service

- If you see a co-worker buckling under an immense workload, should you offer a coffee mug or your assistance? Many workers don't want another calendar or tote bag with the company logo. They don't crave praise, either. They simply want to see others working as hard as them or pitching in as needed.
- But first, ask if they want your help. Don't assume, because that could be misinterpreted in a negative way. Play detective to see what work needs completion. Avoid doing a task that gives you the limelight. Perhaps you could make copies, send follow-up emails, or schedule a meeting while your colleague updates the CEO.
- Whatever you do, stay positive and follow through.





# The Benefits Of Showing Appreciation In The Workplace

- One of the coolest aspects of gratitude is that there is what has been called a spillover effect
- “Thank you” doesn’t cost a dime.
- Individuals become more trusting with each other, and more likely to help each other out.
- Cut down staff turnover.
- Gratitude in the workplace also leads to significantly increased **happiness, greater satisfaction** with life, and **higher resilience** to stress.



Human benefits of gratitude, including opening the door to more relationships, improving physical and psychological health, enhancing **empathy** and **reducing aggression**, **sleeping better**, improving **self-esteem** and **increasing mental strength**.

# Gratitude Exercises to Try

- Make a list of everything you're thankful for
- Thank your loved ones
- Reframe your negative thoughts
- Appreciate your community
- Give thanks before meals
- Savor your morning routine
- Focus on self-reflection
- Journal with intention



# Tool - Appreciation Practice - Savoring

PAST



PRESENT



FUTURE



- Reminiscent savoring (for example, remembering and reliving the vacation by talking about it with others)
- Experiential savoring (for example, enjoying the vacation)
- Anticipatory savoring (for example, planning a vacation)



# Appreciation Practice - Savoring

What are 5 things you could savor?



More savoring.....

- **The Daily Favorite** - a savoring practice into meal conversations
- **Photo reel** - Let the phone surprise you or make an album with your favorites
- **Achievements** - What do you remember that made you feel proud?
- **Little moments** - What are daily things you do that you can tune into with more intention?
- **Activate the 5 senses** - Help move into the present moment.

# Benefits of Appreciation



Gratitude is contagious

Improve wellbeing

Enhance perspective

Strengthen relationships

Less physical and mental ailments

Promotes Forgiveness

Boosts productivity

# How can you foster more appreciation within your team for healthy dynamics?

- Gratitude Mindfulness
- Benefits of Appreciation
- Appreciation as a Mindset
- Emotions and Gratitude
- Brain Science of Appreciation
- Fostering more awareness in the workplace.



• Gratitude Practices  
**What do you notice?**

**What is a take-away?**





# Thank you for attending!

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