

# WHAT'S YOUR APPRECIATION LANGUAGE?



## ACKNOWLEDGMENT GESTURES

Compliments  
Thoughtful gifts  
Acknowledgment  
Hand written notes  
Prizes

Great title  
Compensation increase  
Access to key people  
Greater budget  
Better office



## RECOGNITION PROVING



## FREEDOM LIVING

Autonomy  
Work-life flexibility  
Control of schedule  
Lifestyle work  
Choice

Trainings  
Big projects  
More responsibilities  
Mentorship  
Sponsorship



## OPPORTUNITY ADVANCING

# ACKNOWLEDGMENT GESTURES



## What Is Acknowledgment Appreciation Language?

Acknowledgment appreciation is symbolic and often intangible sentimental demonstrations of consideration and caring.

People who like acknowledgment gestures are primarily relationship-driven, connection-driven, or purpose-driven.

## What Does It Look Like?

Acknowledgment gestures include (but are not limited to):

- Compliments and praise
- Personalized thank you notes
- Gifts on special occasions, after accomplishments, and on your birthday
- Acknowledgment of your contribution and efforts
- Acknowledgment of you as a person
- More one-on-one time together
- Prizes and awards

# FREEDOM LIVING



## What Is Freedom Appreciation Language?

Freedom appreciation type is all about work autonomy, balanced lifestyle, choices, empowerment, time and location freedom while feeling supported and safe.

People that are motivated by freedom appreciation like to be in control of their lives and value work-life balance.

## What Does It Look Like?

Freedom appreciation includes (but is not limited to):

- Autonomy to work on what you want
- Ability to manage your own schedule
- Freedom to work from home when you want
- Ability to flex your work time according to your home life
- Free time at work to explore passion projects outside of your job scope
- Freedom to take days off and vacations whenever you please
- Control over whom you hire and how you manage your team and time
- Control over the processes, software's, and tools you use to do your work
- Psychological safety to speak your mind
- Freedom to take bigger risks
- Choice around budgets and goals

# OPPORTUNITY ADVANCING



## What Is Opportunity Appreciation Language?

Opportunity appreciation type is all about getting special access to opportunities for development and for advancement in their careers.

People that are motivated by opportunity are ambitious, growth-driven, and love their work.

## What Does It Look Like?

Opportunity appreciation includes (but is not limited to):

- More training
- Mentorship
- Greater responsibilities
- Programs for high-rise performers
- High profile work
- Opportunities to work abroad or in different locations
- Sponsorship
- Opportunities to work in big cross-functional team projects
- Special projects

# RECOGNITION PROVING



## What Is Recognition Appreciation Language?

Recognition appreciation type is all about tangible, visible, proof of recognition. It is appreciation that involves rewards which often require political capital to achieve.

People that are motivated by outward recognition are outcome-focused, fact-based, and competitive.

## What Does It Look Like?

Recognition appreciation includes (but is not limited to):

- Salary raises
- Better title
- Promotion
- Cash bonus
- Extra resources
- Higher budgets
- More exposure to high profile-meetings
- A better office
- A better parking spot

## Why Don't People Appreciate You?

**80% of job quitters** leave their jobs because they don't get enough appreciation, according to global studies.

The reality is that **60% of managers never got manager training**, according to Careerbuilder.com studies. They don't understand the importance of appreciating their team. And because of that, when they get busy, they stop appreciating.

So, it's not that managers are mean and insensitive people. Sometimes they don't know better!

The good news is that there are **plenty of ways to get the appreciation** that you deserve from your manager, coworkers, family and friends.

## Why Don't People Appreciate You In Your Language?

Most people and managers **don't know what your language of appreciation is**.

People tend to express appreciation to others in their own appreciation language, instead of using the appreciation language of the person they want to appreciate.

That's why **doing a good job won't get you more appreciation** or more of the appreciation you want.

Therefore, it is important to **show others what your appreciation language is** either directly or indirectly. Here's how.

# How To Get More Appreciation In Your Style

## Post Your Appreciation Language

Share your appreciation language results (click here to go back to your sharable results) by posting it on your favorite social media, or share it with friends, family, coworkers, and even your boss!

That way, they will know what your favorite language of appreciation is, and they'll understand that it is different than theirs.

## Modulate Your Gratitude

Show that you accept and like acknowledgment gestures when you get them! Sounds simple, but you'll be surprised at how many people **deny, pretend to ignore, or boomerang back** the compliments they receive.

When you acknowledge appreciation you receive, even if from your boss, they are **more likely to repeat it** more often in the future.

### **What does that mean in practice?**

When someone appreciates you in your appreciation language, make sure you really **show how pleased** you are with it.

Accept compliments, gifts, thank you notes with a warm **smile and say, "Thank you, I really appreciate it."** That will signal you really like this appreciation form.

## Role-Model What You Want

Another way to signal what you value and want to receive more of, is to **do it more often with others.**

- If you like descriptive and detailed compliments, give descriptive and detailed compliments.
- If you like receiving gifts, give more gifts.
- If you like receiving prizes, suggest new or more prizes or contests.
- If you like having more time from people, offer more time for them.

## Ask For More Feedback

When you ask for more feedback, you **get people to pay attention** to what you've done. If you think you've done a good job, then others will pay more attention to the positive contribution and outcomes you've had.

Asking for more feedback, in conjunction with the above tips, will **naturally induce others to acknowledge and appreciate you.**

Asking for feedback also **forces you to explain what you've accomplished**, and the value of your contribution, so that the other person has full context on which to provide the feedback. That in itself will increase the appreciation you get.

## Talk About Your Accomplishments

Hard work won't speak for itself. Great work won't speak for itself.

People are busy and often don't notice, forget, or don't fully understand your contribution and effort. If you want to be noticed, make yourself noticed!

# Getting The Appreciation That You Want Is Part of Assertive Communication

People are different, think differently, have different backgrounds, preferences, styles, and appreciation languages.

That's why you can't expect people to magically know what you want, understand your preferences, and get how you feel.

You have to communicate it with them.

Communicating in a way that is respectful and polite, and at the same time getting your point across is called **ASSERTIVE COMMUNICATION**.

Assertive communication helps you express how you want to be treated and appreciated, express your ideas, feelings, preferences, desires, boundaries and rights in a respectful way.

And assertiveness is **never aggressive, rude, or pushy**.

Our company, AssertiveWay.com, teaches professionals to be more assertive. You'll be getting more information on assertiveness soon in your emails.

Thanks for taking the quiz!

**Give someone the power to get more appreciation** by sharing the link to [this survey by clicking here](#).



