



Creating a Culture of Appreciation

Feeling genuinely valued at work is a powerful driver of engagement, trust, and performance. Yet people express and receive appreciation in different ways, and when recognition is delivered in ways that are not meaningful to the recipient, it can miss the mark entirely. This workshop helps participants understand how appreciation is communicated and received—and how to express it in ways that truly resonate with others.

Designed for both employees and supervisors, this workshop equips participants with practical insights and tools to communicate authentic appreciation effectively within the workplace. Participants learn how to recognize individual preferences, strengthen relationships, and apply appreciation intentionally in everyday interactions. Based on *The 5 Languages of Appreciation in the Workplace* by Paul White and Gary Chapman, the workshop supports the development of a positive, respectful culture where people feel seen, valued, and motivated to contribute their best.

Workshop Objectives:

- Understand the importance of appreciation as a driver of engagement, morale, and workplace relationships.
- Identify the different ways individuals prefer to give and receive appreciation at work.
- Recognize how misaligned appreciation efforts can unintentionally reduce impact or effectiveness.
- Apply the Five Languages of Appreciation to communicate recognition in meaningful ways.
- Strengthen workplace relationships through intentional, authentic expressions of appreciation.
- Create habits and practices that reinforce appreciation as part of daily work culture.
- Contribute to a more positive, respectful, and motivating work environment.



Course Outline:

Module One: The Importance of Appreciation

Module Two: The Difference Between

Recognition and Appreciation

Module Three: The 5 Languages of Appreciation

Module Four: Applying the MBA Inventory

Results

Module Five: Challenges and Application