
Building a Culture of Staff Appreciation that Elevates Engagement and Supports Employee Wellbeing

What am I going to learn today?

**How
appreciation
strengthens
relationships,
morale,
performance,
and retention.**

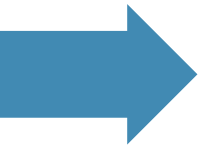
**How to show
appreciation
during periods of
high stress.**

**How to identify
individual
preferences for
appreciation.**

**How your board
can play a role in
staff
appreciation
efforts.**

Recognition \neq Appreciation

Recognition is about what people do.
Appreciation is about who they are.



A Culture of Appreciation is Like Rocket Fuel

- Strengthens relationships and morale
- Builds confidence and self-esteem
- Increases productivity
- Improves job satisfaction
- Decreases absenteeism
- Builds team commitment to pursuing mission
- Serves as a buffer to stress





BREAKOUT ROOMS:

Discuss what you see as the biggest barriers to creating a Culture of Appreciation at your organization.

The Three Critical Elements for Building a Culture of Appreciation



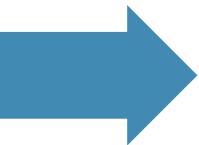
Look for it.



Create practices and commit.



Weave it in to what you are already doing.



The Building Blocks that Make it Happen



Recipe



- * Thank them, using their name
- * Share what they did or are doing that you noticed
- * Share how you feel about their actions/attitude/etc.
- * Share how their actions/attitude has added value and impact
- * Thank them again

Appreciation Audit

Name	What I value and appreciate about this person	Why I appreciate it/ Why it matters to me	Do they know that I appreciate this?	What is the best way to demonstrate my appreciation? (Keeping in mind their personal preferences.)
Allie	Allie remains even-keeled under pressure and is excellent at helping the team keep things in perspective when we are on tight deadlines.	Allie's calm demeanor helps projects stay on track, even when others are feeling overwhelmed. She keeps the team laughing and focused, and serves as a great role model to our early career professionals.	I'm not sure.	I will share this with Allie next week during our 1:1 meeting.



Exercise: Rock Someone's Day:

- Think of someone at work whom you really appreciate
- Consider WHY you really appreciate them
- Share this with them right now in a quick text or email

Building a Culture of Appreciation

RECAP



Look for it.



Create practices and commit.



Weave it in to what you are already doing.



Recognition \neq Appreciation



Start. Stop. Continue. Change Up.

Thanks!

Any questions?

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