

Developing a Culture of Appreciation

January 7, 2021

Misconceptions in Showing Appreciation

1. _____ is the #1 motivator for all employees

Reaction: Why am I thanking people for doing a job that they are being paid to do?

2. The primary goal of communicating appreciation is to make employees '_____.'

Reaction: How am I suppose to do this when I don't feel any appreciation myself?

3. The primary purpose of communicating appreciation is to _____.

Reaction: How can I show appreciation when our business is down (income, competitors are beating us, our industry is struggling, etc.)?

4. The belief that certain career groups, occupations, or personality types are _____ to appreciation than others.

Reaction: My team doesn't respond as much as others towards appreciation.

Understanding Appreciation:

The primary purpose for communicating appreciation is this: authentic appreciation communicates _____ and _____ for the person.

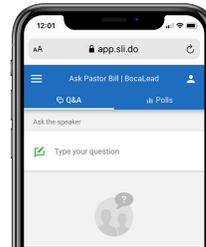
The 3 C's for Affirming Someone at Work:

1. Their _____

2. Their _____

3. Their _____, vision, giftedness ("You were made for this")

These are the same that build trust in people



ASK PASTOR BILL

Pastor Bill will be answering questions during a live Q&A session at the end of BocaLead.

To submit your questions visit bocalead.com/askpb

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Misconceptions in Showing Appreciation

1. Money is the #1 motivator for all employees

Reaction: Why am I thanking people for doing a job that they are being paid to do?

2. The primary goal of communicating appreciation is to make employees ' feel good '.

Reaction: How am I suppose to do this when I don't feel any appreciation myself?

3. The primary purpose of communicating appreciation is to increase productivity.

Reaction: How can I show appreciation when our business is down (income, competitors are beating us, our industry is struggling, etc.)?

4. The belief that certain career groups, occupations, or personality types are more receptive to appreciation than others.

Reaction: My team doesn't respond as much as others towards appreciation.

Understanding Appreciation:

The primary purpose for communicating appreciation is this: authentic appreciation communicates respect and value for the person.

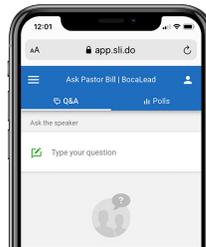
The 3 C's for Affirming Someone at Work:

1. Their Competence

2. Their Character

3. Their Calling, vision, giftedness ("You were made for this")

These are the same that build trust in people



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