

THE APPRECIATION EQUATION

A	B	C	D
Forms of Appreciation	Value of	People or Circumstances	Ease of
"Currencies" or Languages	Receiving -5 to +5	that Increase or Decrease the Value	Expressing 1 to 4
Professional Relationships	(-5, 0, or +5)		(1,2,3,4)
\$\$ Benefits (PTO, Free Days, Flexibility)			
\$\$ Bonuses			
\$\$ Free Stuff			
\$\$ Salary			
Advice -- Asking for			
Advice -- Providing			
Elevated Responsibilities			
Forgiving Mistakes			
Honoring my talents, "using well"			
Job Title			
Keeping me informed			
Listening to me			
Participation			
Personal Attention			
Physical Affection			
Private Apology			
Public Apology			
Private Praise			
Public Praise			
Recognition (face/name,caps)			
Referrals			
Remembrance of Details			
Time Flexibility			
Tools			
Willingness to Help			
Witness, "Watch Me"			
Working Conditions			

Column A - Fill in the appreciation "currencies" or "languages" and what matters is what each means to you!

Column B - Value of receiving: +5 (great way to appreciate me) to -5 (seriously insulting and demoralizing)

Column C - Note your own exceptions, they only have to make sense to you, it's all perception - yours!

Column D - This is getting on the other side of the equation, you're the one expressing appreciation