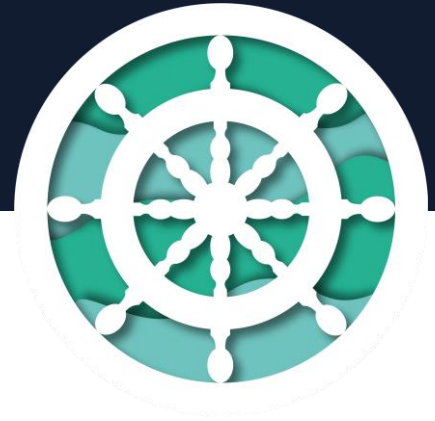


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Support for managers

March 2022



## APPRECIATION

Appreciation is the process of bringing out the best in a person by connecting them to their personal source of creative energy.

Professional athletes know the value of being appreciated on an ongoing basis. After all, during a match the fans reward every successful move, they do not wait until the final whistle. Even when their favourite team is playing poorly, the fans don't stop supporting them. They do not watch the matches in silence, but express their appreciation with loud cheering. That is why athletes often say that thanks to the fans they played at 110 per cent of their potential.

Many leaders forget the importance of appreciation in their daily work. Meanwhile, your colleagues have exactly the same need for recognition as the athletes described above. Unfortunately, in today's fast-paced business environment, it is difficult to find the time to stop for a moment and simply appreciate what has already been done. The world has accelerated like never before, we tend to focus on what is still to be done, rushing to meet the end-of-month, quarterly, mid-year targets.

One of your primary tasks as a leader is to appreciate your colleagues. Appreciate, that is notice their work, point out the impact it has on the development of the team/organisation, and express approval.

*No one is made good by being told they are bad.*

N. Branden

A positive appreciation message should be based on a specific formula, so that the message emphasises that the other person's actions and efforts have had a significant impact.

**Here is a proven formula for appreciating others.**

Tell them:

1. what you want to appreciate them for.
2. what effect it had / what impact it had on others / the situation / problem solving?
3. and add: 'Thank you' / 'Congratulations'. 😊

These three points are the secret of a correct appreciation message. It may seem like nothing, but it can mean a lot to the other person and give them motivation to continue.

Appreciating others is a very effective motivational tool and an element on which to build a healthy, valuable relationship. That is why it is good to appreciate employees, partners, children, friends and everyone in our immediate environment.



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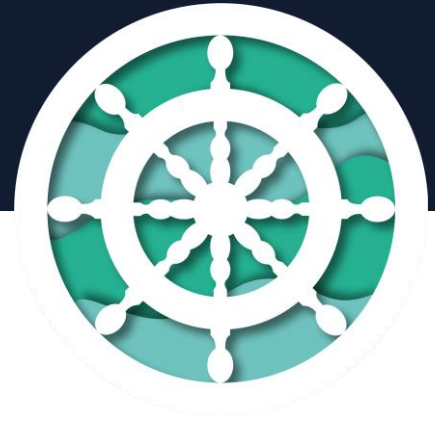
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## How to appreciate others?

- Be unconditionally constructive in what you say
- Create opportunities where they are scarce
- Appreciate your interlocutor as someone who has ideas and solutions
- Approve, approve, approve – it is the fuel for people to do their best
- Focus on the other person's strengths, not their weaknesses
- Encourage them to act, not just talk
- Encourage the other person to take full responsibility – they can do it!
- Help them change their limiting assumptions
- Allow them to have their own beliefs, even if different from yours
- Create circumstances in which you can appreciate the other person as often as possible
- Make them feel more comfortable when talking to you

Practicing appreciation can become our positive habit over time. A person who feels appreciated can perform their duties better, and besides... their mood will improve and self-esteem will grow.

Let us appreciate other people!



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