

## The 5 Languages of Appreciation in the Workplace: Empowering Organizations by Encouraging People

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*“Each of us wants to know that what we are doing matters.”*  
— Gary Chapman & Paul White

The number one factor in job satisfaction today is not the amount of pay, but whether or not a person feels appreciated and valued for the work they do. Everyone wants to be appreciated, consequently employee appreciation and recognition are the driving factors for retaining good employees.

According to the U.S. Department of Labor, 64% of Americans who leave their jobs say they do so because they don't feel appreciated—other studies reveal a total of 88% of people leave for non-monetary reasons related to lack of job satisfaction.

One of the highest organizational costs is **staff replacement**. Besides the tangible costs like advertising, recruiting, selection, and training, there are also intangible costs like the temporary loss of efficiency, in addition to the impact on employee morale and customer relationships. When employee satisfaction goes down, customer satisfaction follows.

To put it all together:



In short, many organizations are facing increasing budgetary constraints and can no longer rely solely on monetary rewards as a major form of enticement for employees. The solution: Giving meaningful appreciation. This presentation is designed to help you communicate appreciation in a way that is meaningful to the individuals with whom you work.

The following learning objectives will be covered:

1. Utilizing words of affirmation
2. Spending quality time
3. Performing acts of service
4. Giving tangible gifts
5. Applying sensible touch