

EMPATHIZE

Show Appreciation



Showing appreciation is one of the Empathize style behaviors in the Sphere of Influence 360°.

Showing appreciation is one of the key ways to improve workplace relationships. People need to feel valued. It generates a feeling of self-worth and creates a human connection to others that helps us develop more collaborative relationships.



“I can no other answer make but thanks, and thanks, and ever thanks.”

- William Shakespeare

Exercise 1: Appreciation cards

We ask you to pick 4 colleagues and write them appreciation cards. Be specific:

- What did they do, and what impact did it have?
- What is different about them that makes them special?

Appreciation card

To: _____ From: _____

Thank you for: _____




Sphere of Influence

Appreciation card

To: _____ From: _____

Thank you for: _____



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Appreciation card

To: _____ From: _____

Thank you for: _____




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Appreciation card

To: _____ From: _____

Thank you for: _____



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Decide for yourself whether you want to share these appreciation cards with them or not.

Exercise 2: Express your gratitude

In the previous exercise, we encouraged you to write down your appreciation for some of your colleagues. In this exercise, we ask you to express your gratitude directly when someone shows behavior you appreciate. Looking for the words to do this? Below are some example sentences you can use.



Evaluation:

How did your attempt to show appreciation work out?



1



2



3



4



5

What did you learn? What insights did you gain?

What went well? What would you repeat?

What can you do to improve your performance?

What is your next step?