

5 languages of appreciation at work

5 Languages of Appreciation at Work: Understanding and Utilizing the Power of Recognition

Author: Dr. Emily Carter, Ph.D. in Organizational Psychology, specializing in workplace dynamics and employee engagement. Dr. Carter has over 15 years of experience consulting with Fortune 500 companies on improving employee morale and productivity through effective appreciation strategies.

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Editor: Sarah Miller, M.A. in Communications, with 10 years of experience editing professional articles and publications focusing on business and human resources.

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Introduction:

In today's competitive business environment, employee retention and high performance are paramount. While salary and benefits play a role, a crucial element often overlooked is the power of genuine appreciation. Understanding the 5 languages of appreciation at work is key to fostering a positive and productive workplace culture. This concept, adapted from Gary Chapman's "The 5 Love Languages," focuses on identifying how individuals best receive and interpret appreciation, leading to increased

motivation, improved team cohesion, and reduced employee turnover. This article delves into each of the 5 languages of appreciation at work, offering practical methodologies and approaches for implementing them effectively within your organization.

H1: The 5 Languages of Appreciation at Work: A Deeper Dive

The 5 languages of appreciation at work are:

Words of Affirmation: Expressing appreciation through verbal praise, written notes, or positive feedback.

Acts of Service: Demonstrating appreciation through helpful actions, going the extra mile, or offering support.

Receiving Gifts: Showing appreciation with tangible tokens of gratitude, such as gift cards, small presents, or company swag.

Quality Time: Investing dedicated, focused time with employees, engaging in one-on-one conversations, or participating in team-building activities.

Physical Touch (Appropriate in the Workplace): Showing appreciation through appropriate physical gestures, like a handshake, pat on the back (with careful consideration of cultural norms and individual comfort levels), or a celebratory high-five. This language requires significant sensitivity and awareness of workplace boundaries.

H2: Words of Affirmation: The Power of Praise

Words of affirmation are powerful motivators. This language involves using specific, sincere praise to acknowledge employee achievements and contributions. Instead of generic "good job," focus on concrete details. For example, "Your presentation on the new marketing strategy was incredibly well-researched and clearly articulated. The client feedback has been overwhelmingly positive." Regular positive feedback, delivered both publicly and privately, strengthens morale and reinforces positive behaviors.

Methodologies:

Regular one-on-one meetings: Utilize these meetings to offer specific praise for completed tasks and ongoing contributions.

Public acknowledgment: Recognize achievements during team meetings or company-wide announcements.

Written feedback: Include detailed positive comments in performance reviews and emails.

Peer-to-peer recognition programs: Implement systems where colleagues can publicly praise each other's work.

H2: Acts of Service: Going the Extra Mile

For individuals who value acts of service, showing appreciation involves offering assistance and support. This could involve taking on extra tasks, covering for a colleague, or mentoring a junior employee. The act of helping demonstrates that you value their contributions and are willing to invest time and effort to assist them.

Methodologies:

Offering help with challenging projects: Proactively assisting colleagues with overwhelming workloads demonstrates care and support.

Mentoring and coaching: Investing time to guide and support the development of others shows a commitment to their growth.

Taking initiative to alleviate workload: Anticipating needs and offering assistance before being asked is a powerful expression of appreciation.

Delegating appropriately: Trusting employees with more responsibility signifies faith in their abilities.

H2: Receiving Gifts: The Tangible Tokens of Gratitude

While not as impactful as other languages for all individuals, receiving gifts can be a powerful way to show appreciation. These gifts don't have to be expensive; a small, thoughtful gesture can go a long way. Consider the recipient's personal interests when choosing a gift.

Methodologies:

Gift cards to favorite stores or restaurants: A versatile and appreciated gift.

Company swag: Branded items, like high-quality pens or apparel, can show pride in their contributions.

Personalized gifts: A handwritten note or a small item reflecting their interests shows thoughtfulness.

Unexpected treats: A surprise coffee or lunch can brighten someone's day.

H2: Quality Time: Investing in Relationships

For those who value quality time, the most meaningful appreciation comes from undivided attention and focused engagement. This involves scheduling dedicated time for one-on-one conversations, actively listening, and participating in team-building activities.

Methodologies:

Regular one-on-one meetings: Prioritize focused conversation rather than simply reviewing tasks.

Team lunches or outings: Foster camaraderie and strengthen relationships through shared experiences.

Informal conversations: Take the time to connect with employees on a personal level.

Mentorship programs: Dedicated time for mentoring enhances both the mentor and mentee's experience.

H2: Physical Touch (Appropriate in the Workplace): A Sensitive Approach

Physical touch as a language of appreciation requires extreme sensitivity and cultural awareness. A

simple handshake, a pat on the back (only if culturally appropriate and comfortable for the recipient), or a celebratory high-five can be effective, but only if used appropriately and consensually. Misinterpretations can easily occur, so proceed with caution and respect individual boundaries. This language should be used sparingly and only with individuals who explicitly show comfort with this type of interaction.

H3: Implementing the 5 Languages of Appreciation at Work

The effectiveness of the 5 languages of appreciation at work hinges on understanding individual preferences. Encourage open communication, providing opportunities for employees to share their preferred ways of receiving appreciation. Regular surveys, feedback sessions, and informal conversations can help identify these preferences. Once you understand your team's preferences, tailor your appreciation strategies accordingly, offering a mix of approaches to cater to diverse needs. This personalized approach significantly boosts the impact of your appreciation efforts.

Conclusion:

Implementing the 5 languages of appreciation at work is an investment in your employees and your organization's success. By understanding how individuals best receive appreciation, you can cultivate a positive work environment, boost morale, increase productivity, and strengthen employee retention. Remember that genuine appreciation isn't just about offering rewards; it's about fostering strong relationships and making employees feel valued and respected. Adopting this approach leads to a more engaged, motivated, and ultimately, more successful workforce.

FAQs:

1. How do I discover my employees' preferred languages of appreciation? Conduct anonymous

surveys, informal conversations, and observe their responses to different forms of appreciation.

2. Is it necessary to use all five languages? No, focus on the languages that resonate most with your team members.
3. How often should I express appreciation? Regular, consistent appreciation is more effective than infrequent, large gestures.
4. What if my budget is limited? Acts of service, words of affirmation, and quality time are budget-friendly ways to show appreciation.
5. How can I ensure appreciation feels genuine and not manipulative? Be sincere and focus on specific accomplishments and positive contributions.
6. How do I handle situations where an employee's preferred language is inappropriate in the workplace? Focus on alternative languages that are equally effective and respectful.
7. Can the 5 languages of appreciation be used for performance improvement? Yes, positive reinforcement through preferred appreciation languages can encourage desired behaviors.
8. Can I use the 5 languages of appreciation with remote teams? Yes, adapt the languages to suit remote work, utilizing video calls for quality time and e-cards for gifts.
9. What if an employee doesn't seem responsive to any of the 5 languages? Consider deeper underlying issues, such as job dissatisfaction or personal problems.

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Gary Chapman, Paul E. White, 2011-07-06 *The 5 Languages of Appreciation in the Workplace* applies the love language concept to the workplace. This book helps supervisors and managers effectively communicate appreciation and encouragement to their employees, resulting in higher levels of job satisfaction, healthier relationships between managers and employees, and decreased cases of burnout. Ideal for both the profit and non-profit sectors, the principles presented in this book have a proven history of success in businesses, schools, medical offices, churches, and industry. Each book contains an access code for the reader to take a comprehensive online MBA Inventory (Motivating By Appreciation) - a \$20 value. The inventory is designed to provide a clearer picture of an individual's primary language of appreciation and motivation as experienced in a work-related setting. It identifies individuals' preference in the languages of appreciation. Understanding an individual's primary and secondary languages of appreciation can assist managers and supervisors in communicating effectively to their team members.

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in 5 different ways, called love languages: quality time, words of affirmation, gifts, acts of service, and physical touch. The sooner you discover your language and that of your loved one, the sooner you can take your relationship to new heights. And with this summary version of the award-winning book, you don't have to read long to find out. With disarming wit, clear explanations, and inspiring storytelling, Dr. Chapman only needs a moment of your time to transform your love life.

5 languages of appreciation at work: Focus on the Good Stuff Mike Robbins, 2010-12-07 The author and professional coach teaches readers to find greater happiness through gratitude in this book of personal stories and practical advice. Before he became a successful author and professional coach, Mike Robbins was a professional baseball player. But at twenty-three years old, he suffered an injury that ended his promising career as a pitcher. Instead of quitting, Mike took stock of the good things in his life and began a new path. In *Focus on the Good Stuff*, Mike offers a step-by-step program with exercises for overcoming negative influence and obstacles, creating a truly grateful approach to life, and establishing an environment that can support success and peace of mind. Filled with passion, authenticity, and humor, this guide will teach you to move beyond the cycle of negativity and discover the happiness you deserve.

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5 languages of appreciation at work: A Teen's Guide to the 5 Love Languages Gary Chapman, 2016-04-20 The secret to great relationships—just for teens #1 New York Times bestselling book The 5 Love Languages® has sold over 10 million copies, helping countless relationships thrive. Simply put, it works. But do the five love languages work for teens, for their relationships with parents, siblings, friends, teachers, coaches, and significant others? Yes! Introducing *A Teen's Guide to the 5 Love Languages*, the first-ever edition written just to teens, for teens, and with a teen's world in mind. It guides emerging adults in discovering and understanding their own love languages as well as how to best express love to others. This highly practical book will help teens answer questions like: What motivates and inspires me? What does it mean to be a caring friend? What communicates love to my family? What is the best way to get along with the opposite sex? Features include: A straight-forward overview of the 5 love languages A profile/assessment instrument specifically geared to teens Practical examples/tips for how to apply each language in a teen's context Graphics that drive home key concepts Teens' relationships matter, and these simple ideas will help them thrive.

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learn that even teens understand and show love in different ways some prefer gifts, others physical affection, and still more respond to words of affirmation.

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5 languages of appreciation at work: Fierce Marriage Ryan Frederick, Selena Frederick, 2018-04-17 Ryan and Selena Frederick were newlyweds when they landed in Switzerland to pursue Selena's dream of training horses. Neither of them knew at the time that Ryan was living out a death sentence brought on by a worsening genetic heart defect. Soon it became clear he needed major surgery that could either save his life--or result in his death on the operating table. The young couple prepared for the worst. When Ryan survived, they both realized that they still had a future together. But the near loss changed the way they saw all that would lie ahead. They would live and love fiercely, fighting for each other and for a Christ-centered marriage, every step of the way. *Fierce Marriage* is their story, but more than that, it is a call for married couples to put God first in their relationship, to measure everything they do and say to each other against what Christ did for them, and to see marriage not just as a relationship they should try to keep healthy but also as one worth fighting for in every situation. With the gospel as their foundation, Ryan and Selena offer hope and practical help for common struggles in marriage, including communication problems, sexual frustration, financial stress, family tension, screen-time disconnection, and unrealistic expectations.

5 languages of appreciation at work: How Languages Work Carol Genetti, 2014-01-23 A new and exciting introduction to linguistics, this textbook presents language in all its amazing complexity, while guiding students gently through the basics. Students emerge with an appreciation of the diversity of the world's languages, as well as a deeper understanding of the structure of human language, the ways it is used, and its broader social and cultural context. Chapters introducing the nuts and bolts of language study (phonology, syntax, meaning) are combined with those on the 'functions' of language (discourse, prosody, pragmatics, and language contact), helping students gain a better grasp of how language works in the real world. A rich set of language 'profiles' help students explore the world's linguistic diversity, identify similarities and differences between languages, and encourages them to apply concepts from earlier chapter material. A range of carefully designed pedagogical features encourage student engagement, adopting a step-by-step approach and using study questions and case studies.

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Debra Corey, 2022-03-04 As more companies from around the world have come to see the value and power of appreciation, they've put in place employee recognition programs. But with 65% of employees saying they don't feel appreciated and 87% saying their recognition program is stale, outdated, or used as disguised compensation, clearly something's not working. This book is a call to action and call for change for anyone who is interested in creating a culture of appreciation through their employee recognition strategies and programs, one that doesn't focus on the fancy trophy, expensive gifts or money, but on a feeling. Packed full of tips, tools and case studies from leading organizations including Atlassian, Chelsea Football Club, LinkedIn, Zoom and Zappos, will drive change and add the exclamation point to appreciation that's fit for your people and the future!

5 languages of appreciation at work: The Five Love Languages for Singles Gary Chapman, 2005

5 languages of appreciation at work: The 5 Love Languages of Children Gary Chapman, Ross Campbell, 2012-02-01 Does your child speak a different language? Sometimes they waver for your attention, and other times they ignore you completely. Sometimes they are filled with gratitude and affection, and other times they seem totally indifferent. Attitude. Behavior. Development. Everything depends on the love relationship between you and your child. When children feel loved, they do their best. But how can you make sure your child feels loved? Since 1992, Dr. Gary Chapman's best-selling book *The 5 Love Languages* has helped millions of couples develop stronger, more fulfilling relationships by teaching them to speak each others' love language. Each child, too, expresses and receives love through one of five different communication styles. And your love language may be totally different from that of your child. While you are doing all you can to show your child love, he may be hearing it as something completely opposite. Discover your child's primary language and learn what you can do to effectively convey unconditional feelings of respect, affection, and commitment that will resonate in your child's emotions and behavior.

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5 languages of appreciation at work: Authentic Happiness Martin Seligman, 2011-01-11 In this important, entertaining book, one of the world's most celebrated psychologists, Martin Seligman, asserts that happiness can be learned and cultivated, and that everyone has the power to inject real joy into their lives. In *Authentic Happiness*, he describes the 24 strengths and virtues unique to the human psyche. Each of us, it seems, has at least five of these attributes, and can build on them to identify and develop to our maximum potential. By incorporating these strengths - which include kindness, originality, humour, optimism, curiosity, enthusiasm and generosity -- into our everyday lives, he tells us, we can reach new levels of optimism, happiness and productivity. *Authentic Happiness* provides a variety of tests and unique assessment tools to enable readers to discover and deploy those strengths at work, in love and in raising children. By accessing the very best in ourselves, we can improve the world around us and achieve new and lasting levels of authentic contentment and joy.

5 languages of appreciation at work: Oxford English Dictionary John A. Simpson, 2002-04-18

The Oxford English Dictionary is the internationally recognized authority on the evolution of the English language from 1150 to the present day. The Dictionary defines over 500,000 words, making it an unsurpassed guide to the meaning, pronunciation, and history of the English language. This new upgrade version of The Oxford English Dictionary Second Edition on CD-ROM offers unparalleled access to the world's most important reference work for the English language. The text of this version has been augmented with the inclusion of the Oxford English Dictionary Additions Series (Volumes 1-3), published in 1993 and 1997, the Bibliography to the Second Edition, and other ancillary material. System requirements: PC with minimum 200 MHz Pentium-class processor; 32 MB RAM (64 MB recommended); 16-speed CD-ROM drive (32-speed recommended); Windows 95, 98, Me, NT, 200, or XP (Local administrator rights are required to install and open the OED for the first time on a PC running Windows NT 4 and to install and run the OED on Windows 2000 and XP); 1.1 GB hard disk space to run the OED from the CD-ROM and 1.7 GB to install the CD-ROM to the hard disk: SVGA monitor: 800 x 600 pixels: 16-bit (64k, high color) setting recommended. Please note: for the upgrade, installation requires the use of the OED CD-ROM v2.0.

5 languages of appreciation at work: The 5 Love Languages Gary Chapman, 2017-07-26

The 5 Love Languages Hardcover Special Edition: The Secret to Love That Lasts By Gary Chapman

5 languages of appreciation at work: Laudato Si Pope Francis, 2015-07-18 "In the heart of this world, the Lord of life, who loves us so much, is always present. He does not abandon us, he does not leave us alone, for he has united himself definitively to our earth, and his love constantly impels us to find new ways forward. Praise be to him!" – Pope Francis, Laudato Si' In his second encyclical, Laudato Si': On the Care of Our Common Home, Pope Francis draws all Christians into a dialogue with every person on the planet about our common home. We as human beings are united by the concern for our planet, and every living thing that dwells on it, especially the poorest and most vulnerable. Pope Francis' letter joins the body of the Church's social and moral teaching, draws on the best scientific research, providing the foundation for "the ethical and spiritual itinerary that follows." Laudato Si' outlines: The current state of our "common home" The Gospel message as seen through creation The human causes of the ecological crisis Ecology and the common good Pope Francis' call to action for each of us Our Sunday Visitor has included discussion questions, making it perfect for individual or group study, leading all Catholics and Christians into a deeper understanding of the importance of this teaching.

5 languages of appreciation at work: Transforming the Workforce for Children Birth Through Age 8 National Research Council, Institute of Medicine, Board on Children, Youth, and Families, Committee on the Science of Children Birth to Age 8: Deepening and Broadening the Foundation for Success, 2015-07-23 Children are already learning at birth, and they develop and learn at a rapid pace in their early years. This provides a critical foundation for lifelong progress, and the adults who provide for the care and the education of young children bear a great responsibility for their health, development, and learning. Despite the fact that they share the same objective - to nurture young children and secure their future success - the various practitioners who contribute to the care and the education of children from birth through age 8 are not acknowledged as a workforce unified by the common knowledge and competencies needed to do their jobs well. Transforming the Workforce for Children Birth Through Age 8 explores the science of child development, particularly looking at implications for the professionals who work with children. This report examines the current capacities and practices of the workforce, the settings in which they work, the policies and infrastructure that set qualifications and provide professional learning, and the government agencies and other funders who support and oversee these systems. This book then makes recommendations to improve the quality of professional practice and the practice environment for care and education professionals. These detailed recommendations create a blueprint for action that builds on a unifying foundation of child development and early learning, shared knowledge and competencies for care and education professionals, and principles for effective professional learning. Young children thrive and learn best when they have secure, positive

relationships with adults who are knowledgeable about how to support their development and learning and are responsive to their individual progress. Transforming the Workforce for Children Birth Through Age 8 offers guidance on system changes to improve the quality of professional practice, specific actions to improve professional learning systems and workforce development, and research to continue to build the knowledge base in ways that will directly advance and inform future actions. The recommendations of this book provide an opportunity to improve the quality of the care and the education that children receive, and ultimately improve outcomes for children.

5 languages of appreciation at work: The Surprising Power of Liberating Structures

Henri Lipmanowicz, Keith McCandless, 2014-10-28 Smart leaders know that they would greatly increase productivity and innovation if only they could get everyone fully engaged. So do professors, facilitators and all changemakers. The challenge is how. Liberating Structures are novel, practical and no-nonsense methods to help you accomplish this goal with groups of any size. Prepare to be surprised by how simple and easy they are for anyone to use. This book shows you how with detailed descriptions for putting them into practice plus tips on how to get started and traps to avoid. It takes the design and facilitation methods experts use and puts them within reach of anyone in any organization or initiative, from the frontline to the C-suite. Part One: The Hidden Structure of Engagement will ground you with the conceptual framework and vocabulary of Liberating Structures. It contrasts Liberating Structures with conventional methods and shows the benefits of using them to transform the way people collaborate, learn, and discover solutions together. Part Two: Getting Started and Beyond offers guidelines for experimenting in a wide range of applications from small group interactions to system-wide initiatives: meetings, projects, problem solving, change initiatives, product launches, strategy development, etc. Part Three: Stories from the Field illustrates the endless possibilities Liberating Structures offer with stories from users around the world, in all types of organizations -- from healthcare to academic to military to global business enterprises, from judicial and legislative environments to R&D. Part Four: The Field Guide for Including, Engaging, and Unleashing Everyone describes how to use each of the 33 Liberating Structures with step-by-step explanations of what to do and what to expect. Discover today what Liberating Structures can do for you, without expensive investments, complicated training, or difficult restructuring. Liberate everyone's contributions -- all it takes is the determination to experiment.

5 languages of appreciation at work: Sync Or Swim

Gary D. Chapman, Paul E. White, Harold Myra, 2014 The workplace is stressful these days. Sync or Swim is a refreshing story of a sheepdog and a puffin that helps us to solve a frustrating mystery: Why do morale-building programs often hurt morale . . . and why does communicating appreciation too often result in cynical reactions? In Sync or Swim, you'll follow an organizational manager and the challenges he has to overcome: - A threatening storm rapidly approaching the island - The expectation to do more with less - Complaining, negative team members - Morale of loyal employees who feel undervalued - Long history of mismanagement It's a small tale with great wisdom, a classic insight into the ways expressing authentic appreciation can change everything-and help us survive the storms that threaten us in work and life--

5 languages of appreciation at work: Love Like Jesus: How Jesus Loved People (and how you can love like Jesus)

Kurt Bennett, 2020-02-11 Based on Kurt Bennett's popular-ish blog God Running, Love Like Jesus begins with the story of how after a life of regular church attendance and Bible study, Bennett was challenged by a pastor to study Jesus. That led to an obsessive seven-year deep dive. After pouring over Jesus' every interaction with another human being, he realized he was doing a much better job of studying Jesus' words than he was following Jesus' words and example. The honest and fearless revelations of Bennett's own moral failures affirm he wrote this book for himself as much as for others. Love Like Jesus examines a variety of stories, examples, and research, including: -Specific examples of how Jesus communicated God's love to others. -How Jesus demonstrated all five of Gary Chapman's love languages (and how you can too). -The story of how Billy Graham extended Christ's extraordinary love and grace toward a man who misrepresented

Jesus to millions. -How to respond to critics the way Jesus did. -How to love unlovable people the way Jesus did. -How to survive a life of loving like Jesus (or how not to become a Christian doormat). -How Jesus didn't love everyone the same (and why you shouldn't either). -How Jesus guarded his heart by taking care of himself--he even napped--and why you should do the same.-How Jesus loved his betrayer Judas, even to the very end. With genuine unfiltered honesty, *Love Like Jesus*, shows you how to live a life according to God's definition of success: A life of loving God well, and loving the people around you well too. A life of loving like Jesus.

5 languages of appreciation at work: *Managing the Millennials* Chip Espinoza, Mick Ukleja, 2016-04-13 The Builders, Baby Boomers, Generation X, and Millennials—all make up workforces in every type of industry all over the world. The generational gaps are numerous and distinctly different between each age group, and Millennials have gotten a reputation for being particularly unique and often challenging. In this updated and expanded Second Edition of the popular guidebook *Managing the Millennials*, you'll see how Millennial traits are the same around the globe. In fact, Millennials are more alike than any other generation before them due in large part to rapid advances in technology that let us share more experiences together. These same rapid advances are also redefining the fundamental ways businesses operate, and this revised edition includes the international perspective today's valuable leadership needs to attract and retain these high-performing workers with very different values and expectations. With fresh research and new real-world examples, the powerhouse authorial team reexamines the differences between how different generations work today in businesses around the world, with insightful exploration into what makes the Millennial generation so different from the ones that came before. The authors reveal nine specific points of tension commonly arising from clashing value systems among generations and prescribe nine proven solutions to resolve conflict and build communication, nurture collaborative teams, and create long-lasting relationships among colleagues of every age. A wealth of informative tables and convenient end-of-chapter summaries make this an invaluable everyday reference to support you: Making the most informed decisions with up-to-date, research-based guidance on getting the most from twenty-something employees Executing solutions to the most common obstacles to younger workers engaging and learning from the people who manage them Enhancing your skills as a job coach with practical tips and hands-on tools for coaching Millennials, including concrete action steps for overcoming roadblocks Complete with case studies of real managers and employees interacting in every area of business, enlightening analysis of performance and behavioral patterns across generations, and easy-to-use techniques you can use right away to improve your organization, *Managing the Millennials*, Second Edition gives you everything you need to inspire your entire workforce to new levels of productivity.

5 languages of appreciation at work: *12: The Elements of Great Managing* Gallup, James Harter, 2014-12-02 Based on the largest worldwide study of employee engagement and more than a decade of research, Gallup explains the 12 elements essential to motivating employees and features the inspiring stories of 12 managers who succeeded in these dimensions. More than a decade ago, Gallup combed through its database of more than 1 million employee and manager interviews to identify the elements most important in sustaining workplace excellence. These elements were revealed in the international bestseller *First, Break All the Rules*. *12: The Elements of Great Managing* is that book's long-awaited sequel. It follows great managers as they harness employee engagement to turn around a failing call center, save a struggling hotel, improve patient care in a hospital, maintain production through power outages, and successfully face a host of other challenges in settings around the world. Gallup's study now includes 10 million employee and manager interviews spanning 114 countries and conducted in 41 languages. In *12*, Gallup weaves its latest insights with recent discoveries in the fields of neuroscience, game theory, psychology, sociology and economics. Written for managers and employees of companies large and small, *12* explains what every company needs to know about creating and sustaining employee engagement.

5 languages of appreciation at work: *The Five Love Languages, Men's Edition* Gary D. Chapman, 2004 A new edition of the best seller *The Five Love Languages* offers men specific ideas

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