



10 TIPS FOR SHOWING APPRECIATION IN THE WORKPLACE

Coming FALL 2011

- 1. Understand why appreciation is important.** Although some people in the workplace find it difficult and uncomfortable to show appreciation, it's essential for good employee-employer relations. Appreciation is a component of both Life Strategies' [Let's CHAT!](#) coaching model and [Employee Engagement](#) model.
- 2. Be specific.** Clearly communicate what it is that you're appreciating – was it something someone said, did, or didn't do? Provide examples to ensure your message of appreciation is clear.
- 3. Do it promptly.** Appreciation is best expressed in close proximity to the action. This way it's fresh for you and the recipient.
- 4. Get creative.** There are many ways to express gratitude that range from a formal recognition program and/or monetary rewards to simply saying "thank you." No matter how big or small, it's the expression of gratitude that's important. Creative expressions are not only effective but fun as well.
- 5. Consider the impact.** Showing appreciation to others can reap positive rewards; however, if someone feels unrecognized or under-appreciated, it can have the opposite effect.
- 6. Customize your approach.** Some people thrive on centre stage; others don't want to be singled out. Ensure your method of demonstrating appreciation fits both the individual and the situation.
- 7. Make it a habit.** Even if something seems like a routine job task, everyone appreciates being thanked for their work. [Some would say](#) there's no downside to showing appreciation.
- 8. Create a culture of gratitude.** Appreciation breeds appreciation; if you're trying to foster appreciative employees and managers, be a role model.
- 9. Be authentic.** Appreciation only works if it's sincere. It may take effort to find something specific to appreciate at times, but faking it won't be a motivator.
- 10. Pay it forward.** If someone shows you appreciation, be sure to show others appreciation, too.



We hope you'll join us in our upcoming courses.

Click on the course names below for more information.

Starting soon . . .

- [Helping Skills to Facilitate Career Development - Oct 5](#)
- [Proposal Writing - Oct 5](#)
- [Ethics Essentials for Career Practitioners - Oct 12](#)
- [Personality Dimensions - Oct 19](#)

CMPP Courses:

- [Outplacement and Career Transitions](#)
- [Work Search Essentials 1](#)
- [Career Coaching Skills](#)
- [Career Development Foundations, Emerging Theories and Models](#)

e-Courses:

- [Marketing Programs & Services](#)
- [Start a Private Practice](#)
- [Budgets and Business Plans](#)

Certificate Courses:

- [Let's CHAT!](#)
- [Case Manager](#)
- [Consultants & Organizational Systems: Tips for Successful Interactions](#)
- [Psychometric Assessments](#)

[Click here](#) for our full course schedule

Appreciation Survey Results

We are very excited to report over 100 responses to our recent appreciation survey! A simple "thank you" (50%) was the most common way to show appreciation. Reported benefits of appreciation included engagement (77.9%), productivity (68.3%), reduced conflict (57.7%), and retention (54.8%). Some creative ways to show appreciation included an unexpected gift or surprise, a spa day, letter home, recognition in company newsletter or "hall of fame," guest speakers, volunteer work for family member in need, and sticky notes with words of praise, as well as a "treasure chest" of cards/gifts and "cup of awesomeness" for staff to "gift" to someone they appreciated. Respondents reported that a genuine thanks or verbal acknowledgment was their preferred way to be appreciated however perks (e.g., lunches, time off, gift cards) and monetary bonuses were also reported. [Click here](#) for the details.

DID YOU KNOW?



The Canadian Counselling and Psychotherapy Association (CCPA) hosts a variety of webinars open to non-members. Roberta will be presenting three this fall (see below). For more information or to register, see www.ccpa-accp.ca

- November 15 – Integrating Assessments into Career Conversations
- December 6 – Leadership Lessons Part 1
- December 13 – Leadership Lessons Part 2

Life Strategies will have a booth at the upcoming **Fraser Valley Chambers of Commerce Business and Showcase Mixer**. Plan to stop by for some special treats and promotions. Tuesday Nov. 1 - for details please go to www.langleychamber.com

ASPECT's 2011 [Provincial Conference](#) is November 3-4, 2011. Check out their resource table for our flyer containing a special offer.

NEW RESOURCES

Work on Purpose. Many workers are motivated to create change in the world through their career path. Echoing Green's new book, *Work on Purpose*, highlights the stories of social entrepreneurs to help readers learn to integrate passion on purpose into their work lives. Read more at www.echoinggreen.org



Chaos Theory of Careers. It's finally here – Pryor and Bright's long awaited text on the [Chaos Theory of Careers](#). The authors provide a clear and concise exploration of their work into how chaos theory applies to the world of career development.

STUDENT OF THE MONTH



We are thrilled to present our very own Cassie Saunders as student of the month for October 2011. She's a long-standing member of the Life Strategies' team, working on various projects and supporting students within our LearnOnline programs/ courses. It was a delight to have her in the Foundations in Educational and Vocational Guidance course and we're excited to support her aspirations to continue her education. Next step is her EVGP credential application – Good luck Cassie!!

Cassie wrote, "I was very excited, and lucky, to join the Foundations for Practice in Educational and Vocational Guidance course. Being involved in the research and development of many of our courses, it was a great pleasure to see the discussions come to life. The facilitators of the course (i.e., Roberta and Deirdre) really were the value-add component of this course with a wealth of knowledge and experiences to draw from. I also enjoyed connecting with a diverse set of participants from across

Canada and Internationally.

I've been with Life Strategies for 4 years and time truly does fly by. Although this isn't the first course I've taken with Life Strategies, it was certainly the most intensive. I feel I've left with the knowledge and skills to pursue my EVGP credential. It was 2007 when I graduated with my Bachelors of Applied Arts in Psychology from Kwantlen University College (now Kwantlen Polytechnic University) so definitely felt like I "shaking the dust off" my mental muscles. However, I feel renewed to engage in more learning activities.

CONGRATULATIONS



Margaret Stowe has successfully completed her **Career Transition Specialist** certificate.

Michael Patterson is the recipient of this years [Dan Parker Memorial Bursary](#). Applications for the next year are due by July 31, 2012.

THANKSGIVING APPRECIATION

We want to say a special thanks to all of our wonderful clients and students. [Click here](#) to see our very special October offers; there's something for everyone!



604.856.2386
info@lifestrategies.ca
www.lifestrategies.ca