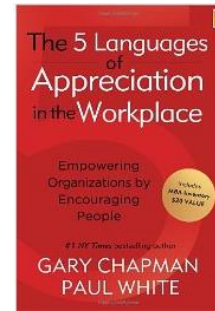


## THE LANGUAGES OF APPRECIATION (At Work) QUIZ

Circle the letter from each pair that you feel is most important to you. Sometimes both will be important to you (or sometimes neither will be especially significant to you). Please choose the one that is the most important to you of the pair presented. Do not spend a lot of time on each question; go with your first response.



- B I appreciate it when someone gives me their undivided attention.  
E I appreciate when others thank me with a firm handshake, publicly or privately.
- D I feel encouraged when someone helps me get tasks done.  
C Receiving a gift card from my favorite store really encourages me.
- C When someone buys lunch for me, it communicates to me that I am important to them.  
E Being given a fist bump for the work I do is really important to me.
- B I appreciate it when my colleagues (classmates) choose to spend time with me.  
C I appreciate it when I am given tickets to an activity (eg. movie tickets) I enjoy.
- D I am energized when those around me help me out with tasks that need to be done.  
A It motivates me when others praise me verbally.
- A I feel important when I am told how much the work I do is appreciated.  
E I feel important when I receive a pat on the back or shoulder for a job well done.
- D When I am having a difficult day, it means a lot to me if someone helps me with a project or assignment I am working on.  
B When I am having a difficult day, it means a lot to me when someone close to me stops and asks how I am doing.
- C Receiving tangible gifts (food, gift cards) cheers me up.  
E When others give me a quick hug at work it cheers me up.
- A I am more likely to persevere through a difficult task when someone thanks me for the work I am doing.  
B When others show a genuine interest and listen to me, it helps me to persevere through a difficult task.
- E I feel valued when people give me a high five to celebrate small or large “wins”.  
C I feel valued when people close to me celebrate my birthday by getting me a gift.

11. B I'm encouraged when I'm able to spend time together with my closest coworkers.  
D I'm encouraged when my coworkers/classmates help me get caught up on tasks that are behind schedule.
12. C I receive an emotional lift when I receive a gift from a friend or coworker.  
D I feel supported when those who work close to me help me out when I am overloaded with work.
13. C I feel valued when someone who is important to me gives me a gift.  
B I feel valued when people listen to me patiently without interrupting.
14. A When I am feeling stressed, some words of encouragement help me feel better.  
D When I am feeling stressed, having others help me get things done reduces my stress levels.
15. A Being complimented for the work I do means a lot to me.  
B Being able to "hang out" with friends and colleagues means a lot to me.
16. A Kind words from others are especially encouraging to me.  
D When someone gives practical help to me, I feel encouraged.
17. E It energizes me when I am in close proximity to people from work whom I enjoy.  
A It energizes me when I am told that I am doing a good job by those who work with me.
18. D If I am discouraged, someone offering to do a small favor for me will lift my spirits.  
C If I am discouraged, a small gift (humorous card, dessert) can lift my spirits.
19. E I feel supported when others sit next to me and/or put their arm around me.  
B Spending time with people important to me gives me a sense of support.
20. E It really cheers me up when someone gives me a bear hug.  
D When someone enthusiastically does a task I have requested, it cheers up my day.
21. A When I am having a difficult day, a compliment really encourages me.  
C When I am having a difficult day, receiving a small gift from a coworker really encourages me.
22. E If life's circumstances are really difficult, I feel supported when someone holds my hand or puts their arm around me and just sits by my side for a moment.  
B If life's circumstances are really difficult, I feel supported when someone takes time to listen and understand what is going on.
23. A I am energized when I receive verbal encouragement from others frequently.  
B When I get to spend time with those who are important to me, I am energized.
24. A Being recognized publicly (quietly or socially) for achievements I have accomplished makes me feel proud.  
E I know people value me when they take the time and effort to give me a fist bump.

25. D I enjoy my work more when teammates offer to help me prepare for a big event or project.  
A I enjoy my work more when those around me verbally acknowledge my skills and contributions.
26. B Any discouragement I may be experiencing seems to lessen when a coworker/ classmate spends time with me to think through the issues I am facing.  
A Any discouragement I may be experiencing seems to lessen when a coworker makes positive comments about what I have done.
27. B After a large project has been completed, I like doing something special to celebrate with my team.  
C After a large project has been completed, I like receiving some "time off" as a reward for my efforts.
28. E When a coworker offers a hug when I am weighed down, I find myself feeling more positive about my work.  
C I feel more positive about my work when I know I will get tickets to an activity of interest to me when the project is done.
29. C If I am feeling unappreciated by those around me, receiving a gift card to go do something fun helps me feel better.  
A If I am feeling unappreciated by those around me, others telling me how important I am to the team helps me feel better.
30. D I feel more energized about my work when I know others will be there to help me complete a project, if assistance is needed.  
E When others pat me on the back or shoulder, I find myself feeling more energized about my work.

## YOUR SCORE

Go through your responses and add up each letter circled and enter below. The response chosen most is your primary language. You may be lucky and be bi-lingual.

\_\_\_\_\_ A = Words of Affirmation

\_\_\_\_\_ B = Quality Time

\_\_\_\_\_ C = Receiving Gifts

\_\_\_\_\_ D = Acts of Service

\_\_\_\_\_ E = Appropriate Physical Touch

## HOW TO INTERPRET YOUR PROFILE SCORE

Your highest score indicates your primary Appreciation Language. Your second highest score indicates your secondary language. If two scores are identical, you are bilingual (you have two primary languages). If the scores of your primary language and your secondary language are close (for example, 10 and 9 respectively), it indicates both are important to you.

How to relate to a person with this language	Communication	Actions ( <i>keep in mind the introvert/extrovert dynamic</i> )	What to Avoid
Words of Affirmation	<ul style="list-style-type: none"> <li>• compliments</li> <li>• affirmation</li> <li>• kind words</li> <li>• specific results</li> </ul>	<ul style="list-style-type: none"> <li>• send notes/cards</li> <li>• send emails</li> <li>• bulletin boards</li> <li>• public announcement</li> </ul>	<ul style="list-style-type: none"> <li>• criticism</li> <li>• withholding positive statements/gratitude</li> </ul>
Quality Time	<ul style="list-style-type: none"> <li>• one-to-one time</li> <li>• not interrupting</li> <li>• face-to-face conversation</li> </ul>	<ul style="list-style-type: none"> <li>• celebrations</li> <li>• doing things together</li> <li>• team-building</li> </ul>	<ul style="list-style-type: none"> <li>• long periods of not connecting</li> <li>• not meeting at a convenient time</li> </ul>
Tangible Gifts	<ul style="list-style-type: none"> <li>• positive</li> <li>• fact-oriented information</li> </ul>	<ul style="list-style-type: none"> <li>• give gifts on special and not so special occasions</li> <li>• large or small</li> <li>• bought or made</li> </ul>	<ul style="list-style-type: none"> <li>• forgetting special days</li> <li>• something too expensive</li> </ul>
Acts of Service	<ul style="list-style-type: none"> <li>• action words like "I can," "I will," "What else can I do?"</li> <li>• How do you want this done?</li> </ul>	<ul style="list-style-type: none"> <li>• helping with projects</li> <li>• repair/maintenance</li> <li>• acts of kindness</li> <li>• carrying loads</li> </ul>	<ul style="list-style-type: none"> <li>• ignoring peer's request while helping others</li> <li>• not doing it the way they want it done</li> </ul>
Appropriate Physical Touch	<ul style="list-style-type: none"> <li>• non-verbals are very important (eye rolls, etc.)</li> <li>• need to see, words &amp; pictures</li> <li>• come out from behind desk</li> </ul>	<ul style="list-style-type: none"> <li>• light touches/pats</li> <li>• hugs</li> <li>• hi-5's</li> <li>• handshakes</li> <li>• fist bumps</li> <li>• briefly pat or hold a hand</li> </ul>	<ul style="list-style-type: none"> <li>• physical abuse</li> <li>• walking/turning away</li> <li>• physical distance</li> <li>• not asking permission to give a hug</li> <li>• poking/tickling</li> <li>• not keeping it brief</li> </ul>