

OXYGEN

WELLNESS **BLOCK** TRAINING

APPRECIATION STYLES

in the Workplace



• STUDY GUIDE •

Learn healthy ways to relate to your Team Members



STRONGER
FAMILIES

WELCOME TO THE FIRST RESPONDER WELLNESS BLOCK TRAINING

WHAT YOU CAN EXPECT FROM TODAY'S SESSION ON APPRECIATION STYLES IN THE WORK PLACE:

We won't solve all of your team member issues, but we will give you some helpful tools to use and resources to explore in the future.

You will walk away with a better understanding of what makes you and your team members feel appreciated and how to achieve a greater sense of camaraderie.

You will not be asked to speak about something you do not wish to talk about publicly.





RELATIONAL PYRAMID

The first step to understanding your team members appreciation style is knowing how to establish a healthy connection. This connection is more than compatibility, it is what creates a healthy relationship.

There are three steps in the progression toward any healthy work relationship, and you cannot truly have one step unless you have the step before it.

1. CAMARADERIE: Honest knowledge of the other person. Seeing your team member at their best and worst, and still choosing to work with them.

2. COMMITMENT: A decision that is willing to ride out difficult situations. It is powered by trust and acceptance of your team member.

3. CONNECTION: A selfless, other-centered attitude that strives to create a healthy work relationship with your team members.



QUESTIONS FOR REFLECTION

CAMARADERIE:

- Do you let yourself (flaws and all) truly be known by your team members?
- How do you respond when your flaws are revealed?
When your team member's flaws are revealed?
Does your response build or break down trust in your work relationship?
- How can you create a safe place for your team member to reveal himself/herself to you?

COMMITMENT:

- Have you let suspicion create a barrier to a commitment in your work relationship?
- Does your behavior strengthen or weaken your commitment to your work relationships?
- How can you demonstrate that "I choose to stay in this situation" with your team member?

CONNECTION:

- Have you been self-centered or other-centered in your approach to connection?
- What are some practical ways you can meet your team member's need for a healthy connection?
- What are two practical ways you can express connection to your team members?

NOTES:

APPRECIATION STYLES



AFFIRMATION

Includes verbal compliments, notes, words of appreciation, words of encouragement.



SERVICE

Doing things you know your team member would appreciate help with: can include setting the table, helping prepare a meal, washing dishes, proofreading a report, all done with a positive attitude.



GIFTS

Something you give your team member to show them that you are thinking of them. (i.e. cup of coffee or treating them to lunch)



TIME

Giving your team member undivided attention, which can include quality conversation.



TOUCH

A pat on the back, fist bump, high five, or a hug after a difficult call (consensual).

MY TOP
APPRECIATION STYLES:

WAYS TO MEET MY TOP
APPRECIATION STYLES:

INSPIRATION: IDEAS TO TRY



AFFIRMATION

- Write an encouraging email to a team member for a job well done on a call or a project.
- Via text or post-it note, tell your team member the top five things that they do that you appreciate.
- Remember important dates: anniversary of their hire date, birthday, promotion, new assignments, etc.



SERVICE

- Perform a chore that you don't normally do, that will help a team member.
- Drop off gear at a different station, pick up dry cleaning for a team member, open a door for someone who has their hands full, help carry a load, etc.



GIFTS

- Sneak a small gift into your team members food locker.
- Create a care package with some of your team member's favorite treats.



TIME

- Sit with your Team Member when they eat lunch.
- Ask your team member something personal about their life. "What did you do this weekend?" "How are the kids?" Ask questions that show you're interested in them and their life.



TOUCH

- Give your team member a fist bump at the end of your shift.
- Give your team member a pat on the back after handling a difficult call.

APPRECIATION STYLE QUIZ

Within each group below, each individual should rate how he/she feels about each sentence. Use numbers 1 (you LEAST appreciate) to 5 (you MOST appreciate) for each group. Each number should be used only once in each group section.

When you are done, transfer your scores to the score sheet.

Group 1

- A ____ Your co-worker/friend/supervisor says, "You really did a great job on that. I appreciate it!"
- B ____ Your co-worker/friend unexpectedly helps by doing one of your work tasks and you appreciate it.
- C ____ Your co-worker/friend/supervisor brings you a coffee from the store.
- D ____ Your co-worker/friend/supervisor asks you to work on something together just so you two can catch up.
- E ____ Your co-worker/friend/supervisor makes a point to give you a hug after a difficult call.

Group 2

- A ____ Your co-worker/friend/supervisor tells you how much he or she appreciates you.
- B ____ Your co-worker/friend/supervisor encourages you to relax while they help complete a clean up around your workspace (office, patrol car, rig).
- C ____ Your co-worker/friend/supervisor brings you lunch from your favorite restaurant just to show they care.
- D ____ Your co-worker/friend/supervisor invites you to sit down and talk about your day.
- E ____ Your co-worker/friend/supervisor gives you a hug/handshake after you are given an "atta boy" from a community member.

Group 3

- A ____ Your co-worker/friend/supervisor shares about a recent success you had during a shift briefing/meeting.
- B ____ Your co-worker/friend cleans out your patrol car/rig/office space.
- C ____ Your co-worker/friend/supervisor surprises you with an unexpected gift card to your favorite coffee shop.
- D ____ Your co-worker/friend/supervisor surprises you with a special assignment for the day.
- E ____ Your co-worker/friend/supervisor stands with a supportive arm around your shoulder while you debrief a difficult call/event.

APPRECIATION STYLE QUIZ

Group 4

- A ____ Your co-worker/friend/supervisor praises you about one of the strengths you bring to the job.
- B ____ Your co-worker/friend/supervisor offers to run a personal errand for you when you were stuck at work.
- C ____ Your co-worker/friend/supervisor surprises you with a small gift for your birthday.
- D ____ Your co-worker/friend/supervisor plans an after-work get together for a promotion you got.
- E ____ Your co-worker/friend puts both their hands on your shoulders during a difficult meeting where you felt like you were getting in trouble for an incident at work.

Group 5

- A ____ Your co-worker/friend/supervisor tells you how much your friends appreciate you on their team.
- B ____ Your co-worker/friend/supervisor takes the time to write out a long, complicated work report for you.
- C ____ Your co-worker/friend/supervisor brought you back a gift from their vacation.
- D ____ Your co-worker/friend/supervisor asks another co-worker to go on a call/help with a task so you two can continue a long conversation you two were having.
- E ____ Your co-worker/friend/supervisor gives you a hug and handshake when you won an award at work.

Please transfer your scores to the score sheet below. For example, Group 1: write what number you put in for A. Group 2: write what number you put for B. After you are through with all of the groups, add up the final amount for that letter. Your greatest sum is your primary relational language; your secondary relational language is the next largest value.

SCORE SHEET					
	AFFIRMATION	SERVICE	GIFTS	TIME	TOUCH
Group 1	A ____	B ____	C ____	D ____	E ____
Group 2	A ____	B ____	C ____	D ____	E ____
Group 3	A ____	B ____	C ____	D ____	E ____
Group 4	A ____	B ____	C ____	D ____	E ____
Group 5	A ____	B ____	C ____	D ____	E ____
TOTALS	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

STRONGER FAMILIES ONLINE

Stronger Families exists to provide Service Members and First Responders with helpful relationship tools for use at home and on mission. To find out more, go to www.strongerfamilies.com

JOIN US ON SOCIAL

Find additional resources, stories and ideas on the Stronger Families Facebook or Instagram channels. Scan the QR code or go to www.strongerfamilies.com/social to find the latest!



ATTEND OUR FIRST RESPONDER OXYGEN RETREAT

If you're seeking to improve and strengthen your relationship, this retreat is for you and your significant other. Our retreat covers common relationship challenges, such as:



- Personality Differences
- Communication
- Conflict Resolution
- Intimacy
- Forgiveness