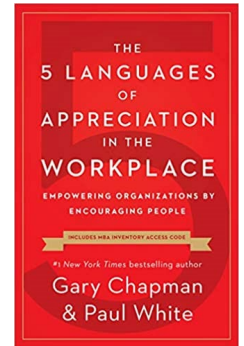


Languages of Appreciation Preference Assessment

In each row (questions 1 through 30), circle or select the option from each pair that is **more meaningful to you**. Sometimes both will be meaningful to you (or sometimes neither will be especially significant to you). Please choose the one that is the **most meaningful** of the pair presented. Do not spend a lot of time on each question; go with your first response.

This quiz is based on the book **The 5 Languages of Appreciation**, by Gary Chapman and Paul White. For more information, visit <https://www.appreciationatwork.com/>.



| | A | B | C | D |
|---|---|--|---|---|
| 1 | | I appreciate it when someone gives me their undivided attention. | I appreciate when others offer help when I need it. | |
| 2 | | | I feel encouraged when someone helps me get tasks done. | Receiving a gift card from my favorite store really encourages me. |
| 3 | Being told "thanks" for the work I do is really important to me. | | | When someone surprises me with a gift I like, it tells me that I'm important to them. |
| 4 | | I appreciate it when my colleagues spend time with me outside of work. | | I appreciate it when I'm given tickets to an activity that I enjoy. |
| 5 | It motivates me when others praise my skills or character verbally. | | I am motivated when those around me help out with tasks that need to be done. | |
| 6 | I feel important when I am told that my efforts are appreciated. | | | I feel important when I receive awards/gifts for a job well done. |

| | A | B | C | D |
|-----------|--|--|---|--|
| 7 | | When I am having a difficult day, it means a lot to me when someone close to me asks how I am doing. | When I am having a difficult day, it means a lot to me if someone helps me with the work that's challenging me. | |
| 8 | When I'm having a bad day, it cheers me up when someone gives verbal affirmation. | | It cheers me up when someone surprises me with a little treat when I'm having a bad day. | |
| 9 | I am more likely to persevere through a difficult task when others thank me for the work I am doing. | When others show a genuine interest and listen to me, it helps me to persevere through a difficult task. | | |
| 10 | | I feel valued when people take time to listen to my opinions and ideas. | | I feel valued when people celebrate my birthday by getting me a gift. |
| 11 | | I'm encouraged when I'm able to spend time together with my closest coworkers. | I'm encouraged when my coworkers help me get caught up when I'm behind schedule. | |
| 12 | | | I feel supported when those who work close to me help me out when I am overloaded with work. | I receive an emotional lift when I receive a gift from a friend or coworker. |
| 13 | | I feel valued when people listen to me patiently without interrupting. | | I feel valued when someone who is important to me gives me a gift. |
| 14 | When I am feeling stressed, some words of encouragement help me feel better. | | When I am feeling stressed, having others help me get things done reduces my stress levels. | |

| | A | B | C | D |
|-----------|--|---|--|---|
| 15 | Being complimented for the work I do means a lot to me. | Being able to "hang out" with colleagues means a lot to me. | | |
| 16 | Kind words from others are especially encouraging to me. | | I feel encouraged when others do something to show they're thinking of me. | |
| 17 | It energizes me when I am told that I am doing a good job by my manager or 1-over-1. | It energizes me when I spend time with my manager to talk about non-work topics. | | |
| 18 | | If I am discouraged, someone offering to take a walk with me will lift my spirits. | If I am discouraged, someone offering to do a small favor for me will lift my spirits. | |
| 19 | | Knowing that my manager is willing to understand my personal challenges gives me a sense of support. | I feel supported when others check in to see how I'm doing and if I need help. | |
| 20 | | | I would love to receive a voice or video memo to know that someone is thinking of me. | I would love to receive flowers or a small token gift to know that someone is thinking of me. |
| 21 | When someone thanks me for my efforts in front of others, it encourages me to do more. | | | When someone recognizes my efforts with a gift card, it encourages me to do more. |
| 22 | | If life's circumstances are really difficult, I feel supported when someone takes time to listen and understand what is going on. | | If life's circumstances are really difficult, I feel supported when someone sends a small gift to encourage me. |

| | A | B | C | D |
|----|--|---|---|--|
| 23 | I am energized when I receive verbal encouragement from others frequently. | When I get to spend time with those who are important to me, I am energized. | | |
| 24 | Being recognized publicly for my achievements makes me feel proud. | | | I know people value me when they take the time and effort to buy me a gift. |
| 25 | I enjoy my work more when those around me acknowledge my skills and contributions. | | I enjoy my work more when teammates offer to help prepare for a big event or project. | |
| 26 | Any discouragement I may be experiencing seems to lessen when a coworker thanks me for my contributions. | Any discouragement I may be experiencing seems to lessen when a coworker offers me a "listening ear." | | |
| 27 | | After a large project has been completed, I like doing something special to celebrate with my team. | | After a large project has been completed, I like receiving some "time off" as a reward for my efforts. |
| 28 | | | When others work with me to get projects done, I find myself feeling more positive about my work. | I find myself feeling more positive about my work when I receive a cash award to recognize my contributions. |
| 29 | If I am feeling unappreciated, a call from a leader telling me that I am important helps me feel better. | | | If I am feeling unappreciated, receiving a gift card to go do something fun helps me feel better. |
| 30 | | | I feel more energized when I know others will be there to help me when I need it. | I feel more energized when I know I will get tickets to an event of interest to me when the project is done. |

Your Score

Add up the number of preferred options in each of the columns. Write the total for each column below.

- The choice with the highest number is your **Primary Appreciation Language**
- If two high scores are identical, you are bilingual!
- Your second highest score is your **Secondary Appreciation Language**
- Your lowest score is your **Blind Spot**

Review the recognition and appreciation ideas below. Check the options in your Primary and Secondary language that are most meaningful to you. Use the blank spaces to record additional options that you love.

| A | B | C | D |
|---|---|---|---|
| | | | |

Recognition & Appreciation Ideas

| Words of Affirmation | Quality Time | Acts of Service | Tangible Gifts |
|--|---|--|---|
| Encouragement Thank you note Praise Positive feedback Call from a leader _____ _____ _____ _____ | Quality conversation Undivided attention Informal time/experience Empathetic listening Asked for opinions/ideas Invited to debate Asked about concerns _____ _____ _____ | Get needed assistance Offered a favor Help w/ roadblocks Asked about “life” “How are you” check-in “Thinking of you” acts _____ _____ _____ _____ | Personalized gift Cash award Gift cards Event tickets Flowers _____ _____ _____ _____ |

YOUR FAVORITES

Share your favorites (brands, bands, activities, hobbies, restaurants, etc.) to help your leader appreciate you in the most meaningful way!

| | |
|-------|-------|
| _____ | _____ |
| _____ | _____ |
| _____ | _____ |
| _____ | _____ |
| _____ | _____ |

Dinner delivery (Door Dash)
 Errand running (Task Rabbit)
 Grocery delivery (Instacart)
 Lawn service
 House cleaning
 Clothing rental
