

Gratitude and appreciation

A gratitude and appreciation practice is one of the oldest attention practices there is and it works in two ways:

1. By allowing us to meaningfully show how we value others, deepening our connection with them and in turn building trust and psychological safety
2. It produces feel-good hormones called endorphins, which soothes our threat responses and promotes a feeling of wellbeing.

There's an art to showing appreciation. Here are some tips.

- **Give the appreciation face to face whenever possible.** The next best option is to give the appreciation live on the phone. If you can't get the person live on the phone, leave them a voice mail. The final option is to send an email, text, or write a note.
- **Be brief.** When we waffle everyone feels awkward. Appreciation is like rich chocolate cake – a little goes a long way.
- **Be specific.** That way the person receiving the feedback knows it's heartfelt and thought through.
- **Be unarguable.** Don't overstate with statements like "that was the best presentation ever". Speaking unarguably might be – "I feel so confident in our pitch know you're up front presenting".
- **Connect with the meaning** of what you're sharing by feeling it in your body.

Your turn

Now we're going to practice that by sharing with a colleague what you appreciate about them. You might want to refer to their Clarity 4D personal profile on pages 5 and 6 and select one statement that most resonates. If there's something else more relevant to share, feel free to share it.

Complete this sentence and really connect with it for a moment before you share it.

I appreciate you for _____ because _____