

## Tool: Appreciation Tool (by [Diana Chapman](#) & Conscious Leadership Group)

### Introduction

A very useful tool I used while developing my team was the *Appreciation Tool*. Diana Chapman, an amazing psychologist and coach helped me a lot to understand the art of appreciation. Here is a short video where Diana explains the secrets of Appreciation <https://conscious.is/video/the-four-keys-to-mastering-the-art-of-appreciation>

and below is the handout you used in the whole process. I guarantee you, that conscious and systematic use of such tools can change team dynamics profoundly (courtesy Conscious Leadership Group)

# Tool: Appreciation Tool (by [Diana Chapman](#) & Conscious Leadership Group)

Instructions: Each day share an appreciation with someone you work with.

1. Give the appreciation **face to face** whenever possible.
2. The second best option is to give the appreciation **live on the phone**.
3. If you can't get the person live on the phone leave them a **voice mail**.
4. The final option for giving your appreciation is to send an **email, text** or write a **note**

### DAY 1

I appreciate how you take responsibility for \_\_\_.

### DAY 2

One way in which you have grown that I appreciate is \_\_\_.

### DAY 3

I appreciate that you expressed your (anger, sadness, fear, joy, sexual feelings) \_\_\_ about \_\_\_.

### DAY 4

I appreciate you for your candor when you \_\_\_.

### DAY 12

I appreciate how you create the experience of having enough \_\_\_ by \_\_\_.

### DAY 13

One thing about the way you handle adversity that I appreciate is \_\_\_.

### DAY 14

I appreciate how you created a win-for-all by \_\_\_.

### DAY 15

I appreciate how you resolved \_\_\_ by \_\_\_.

### DAY 22

I appreciate how you prioritize \_\_\_ in your life.

### DAY 23

I appreciate your unique genius quality of \_\_\_.

### DAY 24

I appreciate that you make work more fun by \_\_\_.

### DAY 25

Something about the way you see the world that I appreciate is \_\_\_.

### DAY 26

# Tool: Appreciation Tool (cont.)

### DAY 5

I appreciate the way you spoke directly to \_\_\_ about \_\_\_.

### DAY 6

Around agreements, I appreciate how you \_\_\_.

### DAY 7

I appreciate the way you value \_\_\_.

### DAY 8

I appreciate you for the expertise you have in \_\_\_.

### DAY 9

I appreciate the way you you maintain balance in your life by \_\_\_.

### DAY 10

I appreciate how you invited me to see \_\_\_ differently.

### DAY 11

I appreciate how you have let go of control around \_\_\_.

### DAY 16

I appreciate how you take initiative by \_\_\_.

### DAY 17

I appreciate how you shifted your issue about \_\_\_ by \_\_\_.

### DAY 18

I appreciate how you role model expressing healthy (anger, sadness, fear, joy, sexual feelings) by \_\_\_.

### DAY 19

One thing I really appreciate about the way you listen is \_\_\_.

### DAY 20

I appreciate you for speaking directly to me about \_\_\_.

### DAY 21

I appreciate how you help our company stay in integrity by \_\_\_.

Something that I really appreciate you do without drawing attention to it is \_\_\_.

### DAY 27

I appreciate how you experience an abundance of \_\_\_.

### DAY 28

I appreciate the way you handled \_\_\_ (think of a specific situation and how they handled it).

### DAY 29

I appreciate how you creatively resolved \_\_\_.

### DAY 30

I appreciate you for going “above and beyond the call of duty” when you \_\_\_.