

Languages of Appreciation at Work™

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| Bloomberg Businessweek | How to Keep Millennial Employees from Getting Bored and Quitting |
| Business Insider | 5 Signs You're Stuck in Toxic Workplace |
| Business News Daily | Your Employees Don't All Want The Same Company Culture... Now What? |
| Business News Daily | 5 Ways to Tell if Your Workplace is Toxic |
| Chicago Tribune | The Art of Appreciation |
| Chicago Tribune | Are you born to be motivated? |
| Chicago Tribune | Shame on you |
| CNN / Fortune.com | The best way to give thanks at work |
| Development and Learning In Organizations | Improving Staff Morale Through Authentic Appreciation |
| The Director | The Controversy Over saying Thanks |
| The Director | The Appreciation Gap |
| Do Well | Appreciating Your Staff Makes Good Business Sense |
| Engage Rocket | The Forgotten Language |
| Entrepreneur.com | Sincere Appreciation Is the Magic Ingredient for Good Morale |
| Entrepreneur.com | What the NFL's Toxic Achievers Can Teach You About the Workplace |
| Entrepreneur.com | Don't Let a Grinch Steal the Appreciation From Your Workplace |
| Entrepreneur.com | Leadership Lessons To Learn From The New Republican Congress |
| Entrepreneur.com | Is the Notion of a 'Good Work Ethic' Generationally Biased? |
| Entrepreneur.com | Quit Trying to Make Everyone on Your Team an Entrepreneur |
| Entrepreneur.com | Want an Unstoppable Team? Try Using Manager and Peer Recognition. |
| Entrepreneur.com | Appreciation at Work: Two Major Misconceptions Leaders Hold |
| Entrepreneur.com | Is Your Remote Team in Trouble? Authentic Appreciation Can Help |
| Entrepreneur.com | To Build Your Strongest Team, Don't Hire Your Clones |
| Entrepreneur.com | How Aesop Got It Right: 6 Reasons Stories Can Motivate Your Team |
| Entrepreneur.com | Don't Be a Turkey in How You Communicate Appreciation to Your Staff |
| Entrepreneur.com | Wait Until the Time Is Right Before You 'Appreciate' Your Employees |
| Entrepreneur.com | 5 Understandable Reasons Why Your Co-workers Are on Your Nerves |
| Entrepreneur.com | Thanksgiving is a Reminder to Appreciate Your Staff |
| Entrepreneur.com | Ever Notice the Similarities Between Toxic Business Leaders and Politicians |
| Entrepreneur.com | 5 Ways to Tell if Your Workplace is Really Toxic |
| Fast Company | Everything You Need to Know About How and When to Trust |
| Fast Company | Should You Look For A New Job In 2015? |
| Fast Company | 5 Signs that Your Workplace May be Toxic |
| Fast Company | How to Deal with Toxic Co-workers and Keep Your Sanity in Check |
| Fast Company | How to Deal With Toxic High Achievers |
| Forbes | Five Ways To Give Great Feedback To Millennials |
| Forbes | To Each Their Own: Giving Feedback to Introverts and Extroverts |
| Fortune | What Employees Dread Most About the Holidays |
| Forum | The Importance of Employee Appreciation |
| 15Five blog | What the 5 Love Languages Can Teach Us About Job Satisfaction |
| 15Five blog | How to Take Appreciation to the Next Level at Your Company |

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| FoxBusiness.com | Employee Appreciation is Vital to Productivity |
| FoxBusiness.com | Dealing with a Bully Boss |
| Huffington Post | Want to Reduce Employee Turnover? Speak Their Language of Appreciation |
| National Hospice and Palliative Care | Improving Morale Through Authentic Appreciation |
| Million Dollar Round Table | Individual Attention: Reduce Turnover and Encourage Your Staff with Authentic Appreciation |
| Outcomes | All Shook Up: The state of Christian workplaces today |
| Personal Branding Blog | Don't Become a Victim Just Because You Work in a Toxic Workplace |
| Profiles in Diversity Journal | Appreciation at Work: Questions and Answers |
| Public Sector Digest | How Government Leaders Can Cut Through Bureaucracy with Authentic Appreciation |
| SHRM | Stop the Madness? Or Accommodate it? |
| Strategic HR Review | How To Show Appreciation To Long Distance Employees |
| Strategic HR Review | Appreciation at Work Training & the Motivating By Appreciation Inventory: Development and Validity |
| The Business Journals | How To Handle The Ferguson Tragedy (And Other Emotionally-Charged News) in the Workplace |
| The Business Journals | 6 Reasons Why Your Boss Doesn't Thank You Enough (Or Ever) |
| The Business Journals | What To Do When You Don't Trust Someone (Or When They Don't Trust You) |
| U.S. News & World Report | Combating the "My Boss is a Jerk" Blues |
| U.S. News & World Report | How to Boost Morale at Your Business |
| U.S. News & World Report | If You Want to Rebuild Trust at Work, Remember These 3 C's |
| Yahoo! Finance | How to Truly Show Appreciation to Colleagues and Clients |

Professional Journals and Magazines

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| Accounting Today | Detoxify Your Work Environment with Authentic Appreciation |
| American Spa Magazine | Improving Staff Retention with Authentic Appreciation |
| American Spa Magazine | Five Ways to Tell if Your Workplace is Toxic |
| Association for Talent Development | Improving Engagement Using the Languages of Appreciation |
| Association for Talent Development | Appreciation and Change Management |
| Association for Talent Development | Cutting Through the Cynicism of the Healthcare Workforce with Authentic Appreciation |
| Association for Talent Development | Employees May Not Love Their Work, But They Can Still Be Engaged |
| Association for Talent Development | Healthcare Companies Can Combat a Negative Workplace |
| Association for Talent Development | 3 Simple Steps You Can Take to Detoxify Your Workplace |
| Association for Talent Development | Understanding and Surviving a Toxic Agency |
| Association for Talent Development | Improving Staff Morale Through Authentic Appreciation |
| Association for Talent Development | Trust and Be Trusted |
| Association for Talent Development | Change, Again? Learn To Reduce Employees' Resistance To Change. |
| Association for Talent Development | Why Most Employee Recognition Programs Don't Work |
| Association for Talent Development | Managers can Use Appreciation to Boost Employee Performance |
| Association for Talent Development | Improving Employee Engagement Through Authentic Appreciation |
| Banking Exchange | Appreciating folks who make you look good |
| Benefitspro.com | 5 Most Hated Workplace Holiday Practices |
| Brummet's Conscious Blog | Turning around a Negative Workplace with Authentic Appreciation |
| C. A. Short Company | Five Keys to Successful Communication |
| Carbonite | Cynicism Contribution |

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| Carbonite | Book Excerpt: Leadership lessons for small business owners |
| Checkster | 4 Core Characteristics for Long-Term Success at Work and In Life |
| Chief Learning Officer | Is Happiness all in Our Heads? (radio interview) |
| Church Executive | Employees Need Appreciation in Churches too |
| Club Managers Association of America | Appreciation by Managers Isn't Enough |
| Club Managers Association of America | Appreciating Your Staff Makes Good Business Sense |
| Club Managers Association of America | Cutting Through Cynicism with Authentic Appreciation |
| Club Managers Association of America | Do You Ever Get Discouraged? |
| Club Managers Association of America | Want Employees to Feel Valued? Don't Give Them More Impersonal "Stuff" |
| Club Managers Association of America | The Battle Between Healthy and Toxic Workplaces |
| Complete Wellbeing | Are You Doing This One Thing for Your Team's Morale |
| Connection Culture | Build a Positive Relationship, No Matter Who You Report To |
| Connection Culture | 5 Ways to Tell if a Workplace is Toxic |
| Connection Culture | The Vibrant Workplace |
| Connection Culture | Do you have Colleagues Who Seem Easily Offended |
| Connection Culture | Are you Bored at Work? Do you know why? Is there anything you can do about it? |
| Connection Culture | 3 Simple Steps to Detoxify Your Workplace |
| Corporate Wellness | Build a Positive Relationship, No Matter Who You Report To |
| Corporate Wellness | What Employees Don't Like About the Holidays |
| Corporate Wellness | How to determine Your Employees are Burned Out |
| Convene | 5 Clues to Understanding Irritable People at Work |
| Convene | Good Communication Helps Businesses Function Better |
| Convene | Perseverance in Business: Keep Going or Give Up the Dream? |
| Convene | The Most Common Employee Appreciation Mistake |
| Convene | Can a Christian-Led Business Be a Toxic Workplace? |
| Credit Union Times | Appreciating Your Staff Makes Business Sense |
| Credit Union Times | Be Careful About Showing Appreciation During Unstable Times |
| Credit Union Times | What Employees Don't Like About the Holidays |
| Democrat and Chronicle | Clausen: Should the boss be on your gift list? |
| Dental Practice Management | 5 Keys to Effectively Communicate Appreciation to Your Colleagues |
| Dentistry iQ | Don't Become A Victim Just Because You Work In A Toxic Workplace: Help to Better Your Dental Office |
| Dentistry iQ | Appreciating Your Dental Staff Makes Business Sense |
| Dentistry iQ | Five Keys to Effectively Communicating Appreciation to Your Colleagues |
| Dentistry iQ | Improving Dental Team Morale Through Authentic Appreciation |
| Dentistry iQ | Want To Build A Strong Dental Team? Try Using Manager And Peer Appreciation |
| Dr. Todd Hall blog, "Be Connected" | Do You Ever Get Discouraged? |
| Educational Leadership ASCD | Learning the Languages of Appreciation |
| EnergyBarTools.com | Denmark Podcast - How Appreciation in the Workplace Empowers Change |
| Expert Beacon | How to Deal with Toxic Colleagues and Not Go Crazy Yourself |
| Focus on the Family | Preparing Your Teen for the Work World |
| Focus on the Family | Phone-y Vacations |
| govloop | Why Most Employee Recognition Programs Don't Work |
| govloop | What Employees Don't Like About the Holidays |
| govloop | How Authentic Appreciation Can Improve Staff Morale |
| govloop | How to decide When its Time to Quit |
| govloop | Appreciation Works Best From Supervisors and Colleagues |
| govloop | Winter Blues? Appreciation Can Help |

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| govloop | Do You Have a Co-worker Who seems to be easily offended? |
| govloop | So you Are an Intern this Summer? What should You Expect? |
| govloop | Trumps First 100 days: How Deadlines Create Stress |
| Great Leadership | Not Everyone Appreciates Your Type of Appreciation |
| Great Leadership | 5 Keys to Effectively Communicating Appreciation in the Workplace |
| Home Care Magazine | Improving Employee Relationships |
| Home Care Magazine | Why Cynicism in the Workplace is Beneficial |
| Home Care Magazine | Be Careful About Showing Appreciation During Unstable Times |
| HR.BLR.com | What are the most hated Holiday Workplace Practices |
| HR.com | Why Employers Can't Find Good Workers?: 3 Ways |
| | Communicating Appreciation Can Help |
| HR.com | DISC and the 5 Languages of Appreciation: Improving Employee Engagement |
| HR.com | Communicating Appreciation: 5 Sets of Circumstances When Appreciation Should Not Be The First Action Taken |
| HR.com | How the Grinch Stole Appreciation at Work and How to get it Back |
| HR.com | Beyond Compensation: Motivating And Appreciating Your Sales Team |
| HR.com | Language Of Appreciation: How To Deal With Easily Offended Coworkers? |
| HR Dive | What Employees Hate During The Holiday Season |
| HR Dive | 4 Ways To Show Meaningful Employee Appreciation |
| HR Dive | 4 Steps To Retaining Physicians In A Time Of Shortage |
| HRDQ-U blog | Improving Staff Morale Through Authentic Appreciation |
| HRDQ-U blog | What Employees Don't Like About the Holidays |
| HR Florida Review | Improving Staff Morale through Authentic Appreciation |
| HR News - IMPA | Should Appreciation Be Performance-Based? |
| HR News - IMPA | How Authentic Appreciation Can Improve Staff Morale |
| HR Professionals | Improving Staff Morale Through Authentic Appreciation |
| HR Voice | Top Ten Easiest Ways to Express Appreciation |
| HR Voice | Do You Ever Get Discouraged? |
| HR Voice | Improving Staff Morale Through Authentic Appreciation |
| Human Resource Management International Digest | Authentic Appreciation Creates A Winning Workforce: Focus On The Individual And Watch The Transformation Take Place |
| Human Resource Management International Digest | Appreciating Your Staff Makes Sound Business Sense: The Four Main Ways To Make Employees Feel Valued |
| Human Talent Network | Employee Recognition: Improving Staff Morale Through Authentic Appreciation |
| Human Talent Network | How To Show Appreciation To Long Distance Employees |
| Human Talent Network | How the Grinch Stole Appreciation at Work (and how to get it back) |
| Human Talent Network | Don't Hire Your Clones: Diversity in Practice |
| Human Talent Network | Appreciation in an International Multi-Cultural Organization |
| Human Talent Network | Don't Become a Victim Just Because You Work in a Toxic Workplace |
| Human Talent Network | The Tough Task of Dealing With Toxic Achievers |
| Inc.com | 3 Habits of Trustworthy Employers |
| International Coach Federation | "Let Me Tell You a Story" - Tips for Coaches Who Want to Tell Compelling Stories |
| International Coaching Federation | 4 Principles for Improving Workplace Appreciation |
| International Coaching Federation | "Let Me Tell You a Story" - Tips for Coaches Who Want to tell Compelling stories |
| International Coaching News | 5 Keys to Effectively Communicating Appreciation |
| Journal of Christian Nursing | Unhappy? Low Morale? Try The 5 Languages of Appreciation in the Workplace |
| Journal of Christian Nursing | Surviving (even Thriving?) in a Toxic Workplace |

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| Journal of Financial Planning | Hidden Dragons: Handling Family Conflicts in Buy-Sell Agreements for Business Succession |
| Journal of Nursing Management | Feeling Cared for at Work |
| Ladders | Why we should stop 'recognizing' employees and start 'appreciating' them |
| Lawrence Tam | Building Your Best Team: Learning to Appreciate and Value Differences |
| McKnight's | Be Careful About Showing Appreciation During Unstable Times |
| McKnight's | Practical Tips For Improving Frontline Staff Morale |
| McKnight's | The controversy over 'Thanks': Part I |
| McKnight's | Cutting Through Cynicism With Authentic Appreciation |
| McKnight's | Tackling a Negative Workplace |
| Meeteor | How to Show Appreciation in Virtual Teams |
| MTL Magazine | Encouraging Your Colleagues |
| MTL Magazine | Don't Undermine Your Christian Witness in the Workplace |
| OutThinker | Not Everyone On Your Team Is An Entrepreneur |
| OutThinker | How Cynicism and Sarcasm Sap Creativity from Your Organization |
| Personal Branding Blog | So You Are an Intern This Summer |
| Ragan.com | Don't Love Your Work? Relax. You're Normal |
| Ragan's HR Communications | 3 Reasons Why Appreciation Isn't Communicated More |
| Recruiter | On Boss's Day, Show Your Appreciation Without Looking Like A Suck-up |
| Recruiter | Winter Blues Bumping Out Your Workplace? Appreciation can Help |
| Recruiter | 3 Signs of a Toxic Workplace and How to Survive |
| Recruiter.com | How Do You Know When It's Time to Quit? |
| Recruiter.com | How the Grinch Stole Workplace Appreciation (and How to Get It Back) |
| Recruiter.com | How to Deal With a Narcissistic Boss |
| Recruiter.com | 3 Ways to Show Employees (or Coworkers) You Appreciate Them This Thanksgiving |
| Recruiter.com | The Importance of Showing Appreciation During the Dark Days of Winter |
| Recruiter.com | Millennials Should Avoid These 5 Ways to Choose a Career |
| Recruiter.com | 3 Easy Ways to Show Appreciation in Your Day-to-Day Work Life |
| Recruiter.com | How to Avoid Being Hired by a Toxic Workplace |
| Recruiter.com | Build a Positive Relationship - No Matter Who You Report To |
| Rescue A CEO | Learning How to Lead Those Who Are Different From You |
| Rescue A CEO | How to Avoid Becoming a Toxic Leader |
| Rescue A CEO | 5 Ways to Tell if Your Workplace is Toxic |
| Rescue A CEO | Is a "Good Work Ethic" Different for Millennials, Gen X'ers and Boomers? |
| Sales and Marketing Management | A Valentine's for Your Top Performers |
| Smallbizdaily.com | 5 Keys to Effectively Communicating Appreciation |
| Smallbizdaily.com | Don't Be a Turkey in How You Show Appreciation to Your Team |
| Smallbizdaily.com | What Employees Don't Like About the Holidays |
| Smallbizdaily.com | Leadership Lessons: Understanding and Appreciating Differences |
| Soundview Pro | Leading Successfully Through Challenges and Obstacles |
| Switch and Shift | Leadership Lessons: Understanding and Appreciating Differences |
| Switch and Shift | Should Employee Appreciation Be Entirely Performance-Based? |
| Talent Management | Appreciate Long-Distance Employees |
| Talent Management and HR | How to Avoid Being Controlled by a Narcissistic Boss |
| Talent Management and HR | Celebrating the Holidays at Work: Can We Ever Get It Right? |
| Talent Management and HR | A Valentine's Day Reminder: Most Normal People Don't Love Their Work |
| Talent Management and HR | Here's What it Will Take to Really Appreciate Your Employees in 2016 |
| Talent Insider | 5 Clues to Understanding (and Better Managing) Negative Employees |

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| Talent Insider | Can't Find Good Workers? 3 Ways That Communicating Appreciation Can Help |
| theestablishment.com | When Your Workplace Gives You PTSD (interview article) |
| Tiny Pulse Blog | How to Show Authentic Appreciation in the Workplace |
| Tiny Pulse Blog | How Cynicism and Sarcasm Sap Creativity from Your Organization |
| Tiny Pulse Blog | The Uselessness of "Stuff " As Employee Recognition |
| TwoTen Magazine | Do Younger Employees Really Have Less of A Work Ethic? |
| TwoTen Magazine | Moral of the Story |
| TwoTen Magazine | Good Communication Helps Businesses Function Better |
| Training | The Relationship Between the DISC Personality Assessment and the 5 Languages of Appreciation |
| Training Industry | Five Keys to Effectively Communicating Appreciation |
| Training Industry | Building Trust in The Workplace |
| Training Industry | When Training on Appreciation May Not Be Appropriate |
| Virtual Project Consulting | Words Of Appreciation – 3 Reasons Why They Are Not Used |
| Virtual Project Consulting | 5 Keys to Effectively Communicating Appreciation |
| Wichita Business Journal | Want to show you appreciate me? It won't cost a dime |
| Wichita Eagle | Appreciation In An International, Multicultural Organization |
| Workstride | Appreciation Can Enhance Employee Engagement |
| Young UpStarts | How to Communicate Appreciation on a Tight Budget |