



## **Testimonials:** ***Appreciation at Work Training***

One of the core strengths for the *Appreciation at Work* process is that it is easily implemented. The resources are adaptable to different settings and roles, being able to be used by front-line employees, supervisors, and managers immediately. We now are offering practical skills that impact our leaders. In fact, those leaders who embrace authentic appreciation and become champions in implementing it become higher potential leaders.

*Andy Bailey, Certified Recognition Professional,  
Employee Recognition, Events, & Corporate Citizenship Manager  
DIRECTV, LLC*

In our customer service department, we previously had an incredibly high turnover rate. In the six months since we started *The 5 Languages of Appreciation in the Workplace* training with Dr. White, we haven't lost any team members in this department, the team is happier and more positive, and we actually have hired back employees that used to work in the department. *The 5 Languages of Appreciation in the Workplace* model has had a positive impact within our organization, from top management to the line workers.

*Josh Pearce, Human Resource Director  
Seat King, Inc.*

Appreciation in the workplace creates an environment where teams accomplish more. Dr. White did a wonderful job of identifying the formula behind authentic appreciation. The event evaluation forms that we received from our members following the event were very positive. In particular, ABC members appreciated the role-play exercises that gave them a chance to practice what they learned. When members find value in attending ABC-sponsored programs -- they come back! Thank you for delivering a first-class event to our members.

*Norm Brady, CEO,  
Associated Builders & Contractors  
Western Michigan Chapter*

Working with Dr. White brought to light the importance of building a sustainable appreciation culture. Through his workshops and personalized recognition tools, we are starting to see improved team dynamics and our appreciation communication shifting in the direction of tomorrow. While it didn't come naturally at first, we are learning to recognize each other's language of appreciation, and it is making a big difference.

*Joanna Ziarnik, R&I,  
L'Oreal USA*