



TITLE:

CREATING A POSITIVE WORK ENVIRONMENT THROUGH AUTHENTIC APPRECIATION

SPEAKER:

DR. PAUL WHITE

Psychologist

Co-author, *The 5 Languages of Appreciation in the Workplace & Rising Above a Toxic Workplace*

DESCRIPTION:

Funds continue to be tight in all sectors; as a result, the stress level in workplaces is still extremely high. In spite of the growing number of employee recognition programs, employees report react negatively to “going through the motions” recognition. Supervisors are frustrated, not knowing what to do to support their staff. Learn the core conditions for individuals to truly feel appreciated, how to empower your staff by giving them thanks in the ways that are meaningful to each individual, and practical ways to overcome the common challenges encountered.

LEARNING OBJECTIVES:

AS A RESULT OF PARTICIPATING IN THE SESSION, ATTENDEES WILL BE ABLE TO:

- Identify the core components necessary to communicate appreciation and encouragement authentically in work-based relationships.
- Take practical steps immediately that will “hit the mark” in communicating appreciation to colleagues in the ways that are meaningful to each person.
- Understand and avoid the common pitfalls encountered in applying the principals of appreciation in work-based relationships.



Dr. Paul White is a psychologist, author, speaker, and consultant who makes work relationships work. For the past 20 years, he’s improved numerous businesses, government agencies and non-profit organizations by helping them:

- Reduce the level of cynicism and negative communication within the workplace.
- Eliminate supervisors’ frustration from not knowing how to effectively encourage their staff.
- Learn how to communicate authentic appreciation (versus “go through the motions” recognition).

Dr. White is the coauthor of the book, *The 5 Languages of Appreciation in the Workplace*, written with Dr. Gary Chapman (author of the #1 NY Times bestseller, *The 5 Love Languages*). Based on their extensive research and expertise, Dr. White and Dr. Chapman have developed a unique way for organizations to motivate employees that leads to increased job satisfaction, higher employee performance and enhanced levels of trust. Their *Motivating by Appreciation Inventory* and *Appreciation at Work* training resources have been used by numerous corporations, colleges and universities, medical facilities, schools, non-profit organizations, and government agencies.

As a speaker and trainer, Dr. White has taught around the world, including North America, Europe, South America, Asia, and the Caribbean. His expertise has been requested by Microsoft, Miller Coors, MGM Resorts, DIRECTV, NASA, the Million Dollar Round Table, the Salvation Army, Princeton University, Dartmouth College, Napa Valley Community Foundation, Rockefeller Philanthropy Advisors, and numerous other national organizations.

Dr. White, Dr. Chapman, along with coauthor, Harold Myra, released two books in 2014: *Rising Above a Toxic Workplace – Taking Care of Yourself in an Unhealthy Environment*, and a fable based on the 5 languages of appreciation entitled *Sync Or Swim – A Fable About Workplace Communication and Coming Together In A Crisis*.

Dr. White has been cited in and utilized as a consultant by U.S. News & World Report, CNN/Fortune.com, FoxBusiness.com, the Chicago Tribune, and Huffington Post LIVE.