

WHAT IS YOUR WORKPLACE LOVE LANGUAGE?

1. WHEN A COWORKER COMPLETES A CHALLENGING PROJECT SUCCESSFULLY, HOW DO YOU PREFER TO SHOW APPRECIATION?

- A SEND THEM A HEARTFELT EMAIL OR MESSAGE, PRAISING THEIR EFFORTS AND CONGRATULATING THEM.
- B OFFER TO ASSIST THEM WITH ANY OTHER PENDING TASKS OR RESPONSIBILITIES.
- C SURPRISE THEM WITH A SMALL GIFT OR TOKEN OF APPRECIATION TO CELEBRATE THEIR ACHIEVEMENT.
- D PLAN A TEAM OUTING OR MEETING TO DISCUSS THE PROJECT AND ACKNOWLEDGE THEIR CONTRIBUTIONS.
- E GIVE THEM A PAT ON THE BACK OR A HIGH-FIVE TO ACKNOWLEDGE THEIR HARD WORK.

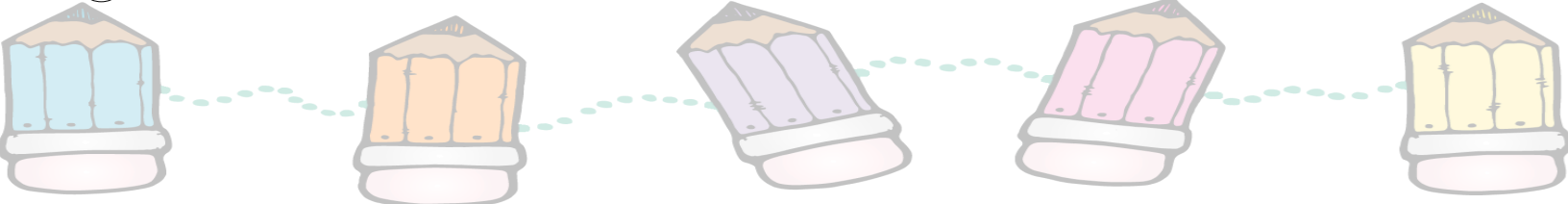
2. YOU NOTICE A TEAMMATE IS FEELING OVERWHELMED AND STRESSED. HOW DO YOU NATURALLY RESPOND?

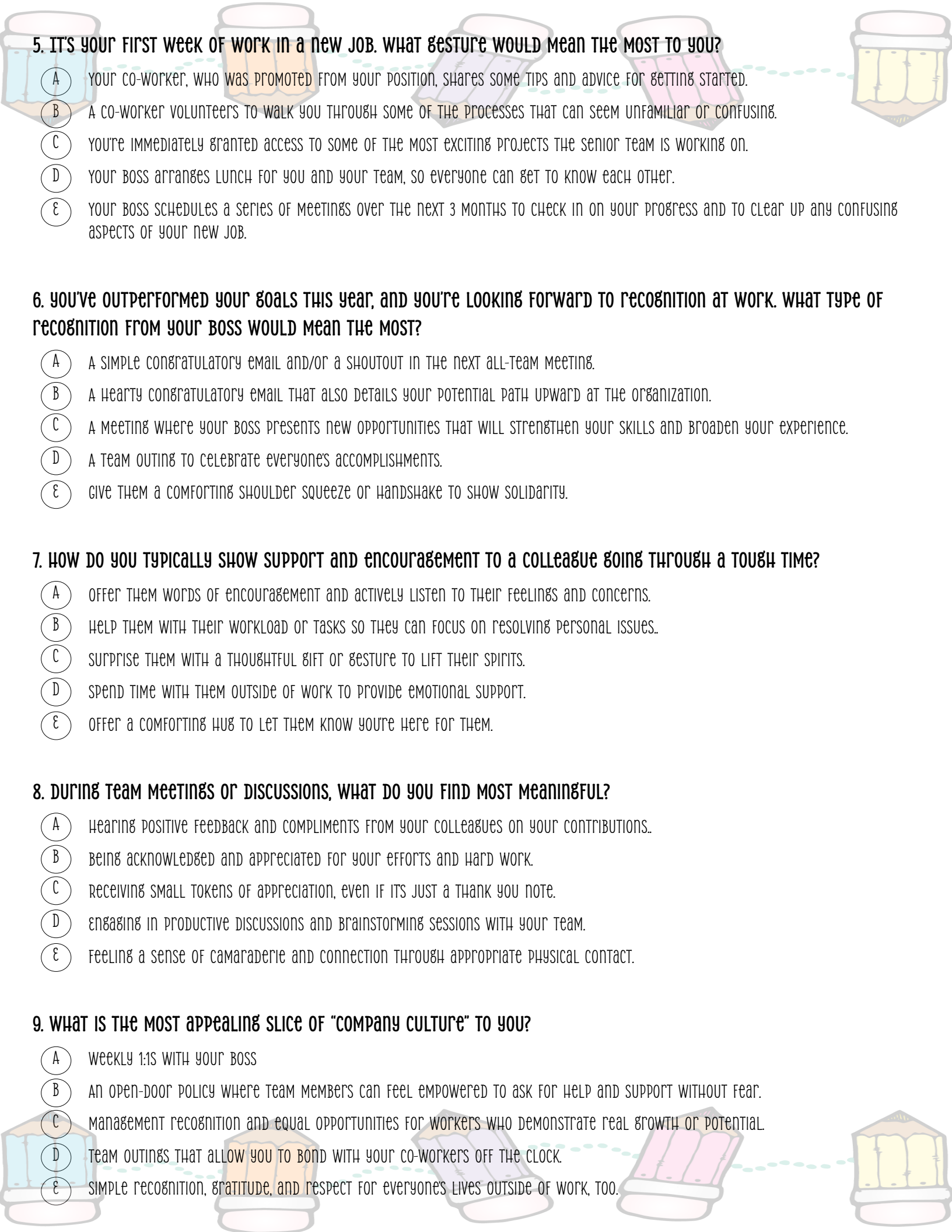
- A OFFER ENCOURAGING AND SUPPORTIVE WORDS TO BOOST THEIR CONFIDENCE AND LET THEM KNOW YOU'RE HERE FOR THEM.
- B STEP IN AND TAKE ON SOME OF THEIR TASKS TO HELP LIGHTEN THEIR WORKLOAD.
- C SURPRISE THEM WITH THEIR FAVORITE SNACK OR TREAT TO LIFT THEIR SPIRITS.
- D SUGGEST TAKING A BREAK TOGETHER TO CHAT OR SHARE A COFFEE.
- E GIVE THEM A COMFORTING SHOULDER SQUEEZE OR HANDSHAKE TO SHOW SOLIDARITY.

3. IT'S YOUR CO-WORKER'S BIRTHDAY! HOW DO YOU PREFER TO CELEBRATE THIS SPECIAL DAY?

- A WRITE THEM A HEARTFELT BIRTHDAY CARD WITH A THOUGHTFUL MESSAGE.
- B TAKE SOME OF THEIR RESPONSIBILITIES FOR THE DAY, ALLOWING THEM TO ENJOY THEIR BIRTHDAY WITHOUT ADDED STRESS.
- C BUY THEM A MEANINGFUL GIFT THAT REFLECTS THEIR INTEREST OR HOBBIES.
- D PLAN A TEAM LUNCH OR GATHERING TO CELEBRATE TOGETHER.
- E OFFER A WARM OR A FRIENDLY EMBRACE TO WISH THEM A HAPPY BIRTHDAY.

4. WHAT ACTIVITY MAKES YOU FEEL MOST CONNECTED AND VALUED IN A TEAM ENVIRONMENT?

- A MEANINGFUL CONVERSATIONS WHERE YOUR IDEAS AND OPINIONS ARE ACKNOWLEDGED AND APPRECIATED.
 - B WORKING TOGETHER WITH COLLEAGUES TO ACHIEVE A COMMON GOAL OR COMPLETE A PROJECT.
 - C RECEIVING SURPRISE TOKENS OF APPRECIATION OR RECOGNITION FOR YOUR CONTRIBUTIONS.
 - D SPENDING QUALITY TIME WITH YOUR TEAM, EVEN IF IT'S JUST A CASUAL GET-TOGETHER.
 - E EXPRESSING CAMARADERIE AND SUPPORT THROUGH APPROPRIATE PHYSICAL GESTURES.
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5. IT'S YOUR FIRST WEEK OF WORK IN A NEW JOB. WHAT GESTURE WOULD MEAN THE MOST TO YOU?

- A YOUR CO-WORKER, WHO WAS PROMOTED FROM YOUR POSITION, SHARES SOME TIPS AND ADVICE FOR GETTING STARTED.
- B A CO-WORKER VOLUNTEERS TO WALK YOU THROUGH SOME OF THE PROCESSES THAT CAN SEEM UNFAMILIAR OR CONFUSING.
- C YOU'RE IMMEDIATELY GRANTED ACCESS TO SOME OF THE MOST EXCITING PROJECTS THE SENIOR TEAM IS WORKING ON.
- D YOUR BOSS ARRANGES LUNCH FOR YOU AND YOUR TEAM, SO EVERYONE CAN GET TO KNOW EACH OTHER.
- E YOUR BOSS SCHEDULES A SERIES OF MEETINGS OVER THE NEXT 3 MONTHS TO CHECK IN ON YOUR PROGRESS AND TO CLEAR UP ANY CONFUSING ASPECTS OF YOUR NEW JOB.

6. YOU'VE OUTPERFORMED YOUR GOALS THIS YEAR, AND YOU'RE LOOKING FORWARD TO RECOGNITION AT WORK. WHAT TYPE OF RECOGNITION FROM YOUR BOSS WOULD MEAN THE MOST?

- A A SIMPLE CONGRATULATORY EMAIL AND/OR A SHOUTOUT IN THE NEXT ALL-TEAM MEETING.
- B A HEARTY CONGRATULATORY EMAIL THAT ALSO DETAILS YOUR POTENTIAL PATH UPWARD AT THE ORGANIZATION.
- C A MEETING WHERE YOUR BOSS PRESENTS NEW OPPORTUNITIES THAT WILL STRENGTHEN YOUR SKILLS AND BROADEN YOUR EXPERIENCE.
- D A TEAM OUTING TO CELEBRATE EVERYONE'S ACCOMPLISHMENTS.
- E GIVE THEM A COMFORTING SHOULDER SQUEEZE OR HANDSHAKE TO SHOW SOLIDARITY.

7. HOW DO YOU TYPICALLY SHOW SUPPORT AND ENCOURAGEMENT TO A COLLEAGUE GOING THROUGH A TOUGH TIME?

- A OFFER THEM WORDS OF ENCOURAGEMENT AND ACTIVELY LISTEN TO THEIR FEELINGS AND CONCERNS.
- B HELP THEM WITH THEIR WORKLOAD OR TASKS SO THEY CAN FOCUS ON RESOLVING PERSONAL ISSUES.
- C SURPRISE THEM WITH A THOUGHTFUL GIFT OR GESTURE TO LIFT THEIR SPIRITS.
- D SPEND TIME WITH THEM OUTSIDE OF WORK TO PROVIDE EMOTIONAL SUPPORT.
- E OFFER A COMFORTING HUG TO LET THEM KNOW YOU'RE HERE FOR THEM.

8. DURING TEAM MEETINGS OR DISCUSSIONS, WHAT DO YOU FIND MOST MEANINGFUL?

- A HEARING POSITIVE FEEDBACK AND COMPLIMENTS FROM YOUR COLLEAGUES ON YOUR CONTRIBUTIONS.
- B BEING ACKNOWLEDGED AND APPRECIATED FOR YOUR EFFORTS AND HARD WORK.
- C RECEIVING SMALL TOKENS OF APPRECIATION, EVEN IF IT'S JUST A THANK YOU NOTE.
- D ENGAGING IN PRODUCTIVE DISCUSSIONS AND BRAINSTORMING SESSIONS WITH YOUR TEAM.
- E FEELING A SENSE OF CAMARADERIE AND CONNECTION THROUGH APPROPRIATE PHYSICAL CONTACT.

9. WHAT IS THE MOST APPEALING SLICE OF "COMPANY CULTURE" TO YOU?

- A WEEKLY 1:1S WITH YOUR BOSS
- B AN OPEN-DOOR POLICY WHERE TEAM MEMBERS CAN FEEL EMPOWERED TO ASK FOR HELP AND SUPPORT WITHOUT FEAR.
- C MANAGEMENT RECOGNITION AND EQUAL OPPORTUNITIES FOR WORKERS WHO DEMONSTRATE REAL GROWTH OR POTENTIAL.
- D TEAM OUTINGS THAT ALLOW YOU TO BOND WITH YOUR CO-WORKERS OFF THE CLOCK.
- E SIMPLE RECOGNITION, GRATITUDE, AND RESPECT FOR EVERYONE'S LIVES OUTSIDE OF WORK, TOO.

10. In a team-oriented environment, what motivates you to perform at your best?

- A Feeling valued and appreciated for your unique skills and contributions.
- B Knowing that your efforts positively impact the team's overall success.
- C The occasional surprise recognition or token of appreciation for your hard work.
- D A collaborative and supportive team environment that fosters growth and bonding.
- E Experiencing a sense of connection and belonging through celebratory high-fives or pats on the back.

| Answered A | Answered B | Answered C | Answered D | Answered E |
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MOSTLY A'S: Your Love Language is WORDS OF AFFIRMATION!! In the workplace this looks like

FEEDBACK & MENTORSHIP. Feedback motivates us to do better. If you have leadership goals, let your boss know. Be courageous in letting them know that you are open to learning how to do things new ways so that you are able to develop and strengthen your own leadership skill set.

MOSTLY B'S: Your Love Language is QUALITY TIME!! In the workplace this shows up as WORKPLACE BONDING. These are all of the non-work things that happen at work. 1:1 meetings or talking with your co-worker about their weekend camping trip. This is all about focusing on the personal things that make each of us unique and acknowledging it.

MOSTLY C'S: Your Love Language is RECEIVING GIFTS!! In the workplace this appears as

NEW OPPORTUNITIES & CHALLENGES. You work hard to be at the top so that you are always identified as being able and willing to take on a new project or opportunity. To attain this at work be sure to keep an open line of communication with management. Any time an opportunity arises be sure to raise your hand [after ensuring you can take on something new]. Individuals who show interest and are excited to learn new skills will always have access to new opportunities.

MOSTLY D'S: Your Love Language is ACTS OF SERVICES!! In the workplace this looks like SUPPORT. You believe that actions speak louder than words. This can look like checking in on someone who is going through a difficult time or someone who is feeling overwhelmed at work and offering to help. While all love languages are equal and needed, acts of service is different because it truly does require action. For these individuals it is best to share a resource, document, or contact that was helpful when you were in a similar space.

MOSTLY E'S: Your Love Language is PHYSICAL TOUCH!! In the workplace this looks like

ENCOURAGING TOUCHPOINTS. Physical touch can appear in the workplace such as a high-five, hug, or handshake [with permission & respect for boundaries], however, another way is in the form of encouragement. When you get hired for a new job often you will hear what an organization loved about you and how excited they are for you to work here. Overtime this goes away, however, regularly giving compliments and being consistently reminded we are valued is how we can receive encouraging touchpoints in the workplace.