

# Languages of Appreciation at Work™

Atlanta Small Business Network	<a href="#">How to Effectively Manage Your Virtual Workforce – Paul White, Psychologist &amp; Best-Selling Author</a>
Atlanta Small Business Network	<a href="#">Does Your Work Ethic Match Your Customer’s Expectations? – Paul White, Psychologist &amp; Best-Selling Author</a>
Atlanta Small Business Network	<a href="#">How to Fight Against Negativity in the Workplace – Paul White, Psychologist &amp; Best-Selling Author</a>
Atlanta Small Business Network	<a href="#">Succession Planning: How to Ensure Long-Term Success for Your Business – Paul White, Psychologist &amp; Best-Selling Author</a>
Atlanta Small Business Network	<a href="#">How to Increase Employee Loyalty Using The 5 Languages of Appreciation – Dr. Paul White, Psychologist &amp; Best-Selling Author</a>
BCC Capital (by Eric Barton)	<a href="#">How to Love Your Job Again</a>
Bloomberg Businessweek	<a href="#">How to Keep Millennial Employees from Getting Bored and Quitting</a>
Bloomberg Law (by Berman-Gorvine)	<a href="#">Benefits Beat: Unusual Perks, 401(k)-Style Plans OK, Virtual Hangouts</a>
Business Insider	<a href="#">5 Signs You're Stuck in Toxic Workplace</a>
Business News Daily	<a href="#">Your Employees Don’t All Want The Same Company Culture... Now What?</a>
Business News Daily	<a href="#">5 Ways to Tell if Your Workplace is Toxic</a>
BizCommunity	<a href="#">Appreciation is its own reward</a>
Chicago Tribune	<a href="#">The Art of Appreciation</a>
Chicago Tribune	<a href="#">Are you born to be motivated?</a>
Chicago Tribune	<a href="#">Shame on you</a>
CNN Business	<a href="#">When you love your job, but hate your coworkers</a>
CNN / Fortune.com	<a href="#">The best way to give thanks at work</a>
Defense Visual Information Distribution Service	<a href="#">Chaplains Host Training for Volunteer Airmen in Hawaii</a>
Development and Learning In Organizations	<a href="#">Improving Staff Morale Through Authentic Appreciation</a>
The Director	The Controversy Over saying Thanks
The Director	The Appreciation Gap
Do Well	Appreciating Your Staff Makes Good Business Sense
Employee Engagement Excellence (HR.com Rewards & Recognition)	<a href="#">Employee Engagement Isn’t Really the Goal: Key Tips to Create a Healthy Workplace Culture</a>
Employee Engagement Excellence (HR.com Rewards & Recognition)	<a href="#">Employees May Not Love Their Work, But They Can Still be Engaged</a>
Employee Benefit Adviser (By Bruce Shutan)	<a href="#">Pet-friendly Policies are an Office Morale Booster</a>
Engage Rocket	The Forgotten Language
Entrepreneur.com	<a href="#">Sincere Appreciation Is the Magic Ingredient for Good Morale</a>
Entrepreneur.com	<a href="#">What the NFL’s Toxic Achievers Can Teach You About the Workplace</a>
Entrepreneur.com	<a href="#">Don’t Let a Grinch Steal the Appreciation From Your Workplace</a>
Entrepreneur.com	<a href="#">Leadership Lessons To Learn From The New Republican Congress</a>
Entrepreneur.com	<a href="#">Is the Notion of a ‘Good Work Ethic’ Generationally Biased?</a>
Entrepreneur.com	<a href="#">Quit Trying to Make Everyone on Your Team an Entrepreneur</a>
Entrepreneur.com	<a href="#">Want an Unstoppable Team? Try Using Manager and Peer Recognition.</a>

Entrepreneur.com	<a href="#"><u>Appreciation at Work: Two Major Misconceptions Leaders Hold</u></a>
Entrepreneur.com	<a href="#"><u>Is Your Remote Team in Trouble? Authentic Appreciation Can Help</u></a>
Entrepreneur.com	<a href="#"><u>To Build Your Strongest Team, Don't Hire Your Clones</u></a>
Entrepreneur.com	<a href="#"><u>How Aesop Got It Right: 6 Reasons Stories Can Motivate Your Team</u></a>
Entrepreneur.com	<a href="#"><u>Don't Be a Turkey in How You Communicate Appreciation to Your Staff</u></a>
Entrepreneur.com	<a href="#"><u>Wait Until the Time Is Right Before You 'Appreciate' Your Employees</u></a>
Entrepreneur.com	<a href="#"><u>5 Understandable Reasons Why Your Co-workers Are on Your Nerves</u></a>
Entrepreneur.com	<a href="#"><u>Thanksgiving is a Reminder to Appreciate Your Staff</u></a>
Entrepreneur.com	<a href="#"><u>Ever Notice the Similarities Between Toxic Business Leaders and Politicians</u></a>
Entrepreneur.com	<a href="#"><u>5 Ways to Tell if Your Workplace is Really Toxic</u></a>
Fast Company	Everything You Need to Know About How and When to Trust
Fast Company	<a href="#"><u>Should You Look For A New Job In 2015?</u></a>
Fast Company	<a href="#"><u>5 Signs that Your Workplace May be Toxic</u></a>
Fast Company	<a href="#"><u>How to Deal with Toxic Co-workers and Keep Your Sanity in Check</u></a>
Fast Company	<a href="#"><u>How to Deal With Toxic High Achievers</u></a>
Forbes	<a href="#"><u>Five Ways To Give Great Feedback To Millennials</u></a>
Forbes	<a href="#"><u>To Each Their Own: Giving Feedback to Introverts and Extroverts</u></a>
Fortune	<a href="#"><u>What Employees Dread Most About the Holidays</u></a>
Forum	<a href="#"><u>The Importance of Employee Appreciation</u></a>
15Five Blog	<a href="#"><u>Viewing Generational Differences Through a Cross-Cultural Lens to</u></a>
	Effectively Manage Millennials
15Five blog	<a href="#"><u>What the 5 Love Languages Can Teach Us About Job Satisfaction</u></a>
15Five blog	<a href="#"><u>How to Take Appreciation to the Next Level at Your Company</u></a>
15Five Blog	<a href="#"><u>The Five Languages of Appreciation in the Hi-Tech Industry</u></a>
FoxBusiness.com	<a href="#"><u>Employee Appreciation is Vital to Productivity</u></a>
FoxBusiness.com	<a href="#"><u>Dealing with a Bully Boss</u></a>
Huffington Post	<a href="#"><u>Want to Reduce Employee Turnover? Speak Their Language of Appreciation</u></a>
National Hospice and Palliative Care	<a href="#"><u>Improving Morale Through Authentic Appreciation</u></a>
Million Dollar Round Table	<a href="#"><u>Individual Attention: Reduce Turnover and Encourage</u></a>
	<a href="#"><u>Your Staff with Authentic Appreciation</u></a>
Outcomes	All Shook Up: The state of Christian workplaces today
Personal Branding Blog	<a href="#"><u>Don't Become a Victim Just Because You Work in a Toxic Workplace</u></a>
Profiles in Diversity Journal	Appreciation at Work: Questions and Answers
Public Sector Digest	How Government Leaders Can Cut Through Bureaucracy with
	Authentic Appreciation
SHRM	<a href="#"><u>Stop the Madness? Or Accommodate it?</u></a>
Strategic HR Review	<a href="#"><u>How Personality Type and Languages of Appreciation Interrelate</u></a>
Strategic HR Review	<a href="#"><u>Do Remote Employees Prefer Different Types of Appreciation than Employees</u></a>
	In Face-to-Face Settings?
Strategic HR Review	<a href="#"><u>How To Show Appreciation To Long Distance Employees</u></a>
Strategic HR Review	<a href="#"><u>Appreciation at Work Training &amp; the Motivating By Appreciation</u></a>
	<a href="#"><u>Inventory: Development and Validity</u></a>
The Business Journals	<a href="#"><u>How To Handle The Ferguson Tragedy (And Other</u></a>
	<a href="#"><u>Emotionally-Charged News) in the Workplace</u></a>
The Business Journals	<a href="#"><u>6 Reasons Why Your Boss Doesn't Thank You Enough (Or Ever)</u></a>
The Business Journals	<a href="#"><u>What To Do When You Don't Trust Someone (Or When They Don't Trust You)</u></a>
Thrive Global (by Sara Uzer)	<a href="#"><u>4 Ways to Ensure That Your Employees Feel Appreciated</u></a>
U.S. News & World Report	<a href="#"><u>Combating the "My Boss is a Jerk" Blues</u></a>



Corporate Wellness	<a href="#">What Employees Don't Like About the Holidays</a>
Corporate Wellness	<a href="#">How to determine Your Employees are Burned Out</a>
Convene	<a href="#">5 Clues to Understanding Irritable People at Work</a>
Convene	<a href="#">Good Communication Helps Businesses Function Better</a>
Convene	<a href="#">Perseverance in Business: Keep Going or Give Up the Dream?</a>
Convene	<a href="#">The Most Common Employee Appreciation Mistake</a>
Convene	<a href="#">Can a Christian-Led Business Be a Toxic Workplace?</a>
Credit Union Times	<a href="#">Appreciating Your Staff Makes Business Sense</a>
Credit Union Times	<a href="#">Be Careful About Showing Appreciation During Unstable Times</a>
Credit Union Times	<a href="#">What Employees Don't Like About the Holidays</a>
Democrat and Chronicle	<a href="#">Clausen: Should the boss be on your gift list?</a>
Dental Practice Management	<a href="#">5 Keys to Effectively Communicate Appreciation to Your Colleagues</a>
Dentistry iQ	<a href="#">Don't Become A Victim Just Because You Work In A Toxic Workplace: Help to Better Your Dental Office</a>
Dentistry iQ	<a href="#">Appreciating Your Dental Staff Makes Business Sense</a>
Dentistry iQ	<a href="#">Five Keys to Effectively Communicating Appreciation to Your Colleagues</a>
Dentistry iQ	<a href="#">Improving Dental Team Morale Through Authentic Appreciation</a>
Dentistry iQ	<a href="#">Want To Build A Strong Dental Team? Try Using Manager And Peer Appreciation</a>
Dr. Todd Hall blog, "Be Connected"	<a href="#">Do You Ever Get Discouraged?</a>
Educational Leadership ASCD	<a href="#">Learning the Languages of Appreciation</a>
EnergyBarTools.com	Denmark Podcast - How Appreciation in the Workplace Empowers Change
Expert Beacon	<a href="#">How to Deal with Toxic Colleagues and Not Go Crazy Yourself</a>
Focus on the Family	<a href="#">Preparing Your Teen for the Work World</a>
Focus on the Family	<a href="#">Phone-y Vacations</a>
Govloop	<a href="#">Why Most Employee Recognition Programs Don't Work</a>
Govloop	<a href="#">What Employees Don't Like About the Holidays</a>
Govloop	<a href="#">How Authentic Appreciation Can Improve Staff Morale</a>
Govloop	<a href="#">How to decide When its Time to Quit</a>
Govloop	<a href="#">Appreciation Works Best From Supervisors and Colleagues</a>
Govloop	<a href="#">Winter Blues? Appreciation Can Help</a>
Govloop	<a href="#">Do You Have a Co-worker Who seems to be easily offended?</a>
Govloop	<a href="#">So you Are an Intern this Summer? What should You Expect?</a>
Govloop	<a href="#">Trumps First 100 days: How Deadlines Create Stress</a>
Great Leadership	<a href="#">Not Everyone Appreciates Your Type of Appreciation</a>
Great Leadership	<a href="#">5 Keys to Effectively Communicating Appreciation in the Workplace</a>
Home Care Magazine	<a href="#">Improving Employee Relationships</a>
Home Care Magazine	<a href="#">Why Cynicism in the Workplace is Beneficial</a>
Home Care Magazine	<a href="#">Be Careful About Showing Appreciation During Unstable Times</a>
HR.BLR.com	<a href="#">What are the most hated Holiday Workplace Practices</a>
HR.com	<a href="#">Communicating Appreciation Effectively When You Manage Large Groups</a>
HR.com	<a href="#">How to Deal With Condescending Colleagues</a>
HR.com	<a href="#">Are You Too Busy to Learn How to Overcome Busyness?</a>
HR.com	<a href="#">Communicating Appreciation Effectively When You Manage Large Groups</a>
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HR.com	<a href="#">Why Employers Can't Find Good Workers?: 3 Ways</a>
HR.com	<a href="#">Communicating Appreciation Can Help</a>
HR.com	<a href="#">DISC and the 5 Languages of Appreciation: Improving Employee Engagement</a>

HR.com	<a href="#"><u>Communicating Appreciation: 5 Sets of Circumstances When Appreciation Should Not Be The First Action Taken</u></a>
HR.com	<a href="#"><u>How the Grinch Stole Appreciation at Work and How to get it Back</u></a>
HR.com	<a href="#"><u>Beyond Compensation: Motivating And Appreciating Your Sales Team</u></a>
HR.com	<a href="#"><u>Language Of Appreciation: How To Deal With Easily Offended Coworkers?</u></a>
HR.com Leadership Excellence	<a href="#"><u>5 Misconceptions About Workplace Culture</u></a>
HR Dive	<a href="#"><u>Words of Affirmation Top Remote and Onsite Workers' Reward Preference</u></a>
HR Dive	<a href="#"><u>What Employees Hate During The Holiday Season</u></a>
HR Dive	<a href="#"><u>4 Ways To Show Meaningful Employee Appreciation</u></a>
HR Dive	<a href="#"><u>4 Steps To Retaining Physicians In A Time Of Shortage</u></a>
HRDQ-U blog	<a href="#"><u>Improving Staff Morale Through Authentic Appreciation</u></a>
HRDQ-U blog	<a href="#"><u>What Employees Don't Like About the Holidays</u></a>
HR Florida Review	<a href="#"><u>Improving Staff Morale through Authentic Appreciation</u></a>
HR News – IMPA	<a href="#"><u>Should Appreciation Be Performance-Based?</u></a>
HR News – IMPA	<a href="#"><u>How Authentic Appreciation Can Improve Staff Morale</u></a>
HR Professionals	<a href="#"><u>Improving Staff Morale Through Authentic Appreciation</u></a>
HR Voice	<a href="#"><u>Top Ten Easiest Ways to Express Appreciation</u></a>
HR Voice	<a href="#"><u>Do You Ever Get Discouraged?</u></a>
HR Voice	<a href="#"><u>Improving Staff Morale Through Authentic Appreciation</u></a>
Human Resource Management International Digest	<a href="#"><u>Do Millennials Prefer to be Shown Appreciation Differently?</u></a>
Human Resource Management International Digest	<a href="#"><u>Authentic Appreciation Creates A Winning Workforce: Focus On The Individual And Watch The Transformation Take Place</u></a>
Human Resource Management International Digest	<a href="#"><u>Appreciating Your Staff Makes Sound Business Sense: The Four Main Ways To Make Employees Feel Valued</u></a>
Human Talent Network	<a href="#"><u>Employee Recognition: Improving Staff Morale Through Authentic Appreciation</u></a>
Human Talent Network	<a href="#"><u>How To Show Appreciation To Long Distance Employees</u></a>
Human Talent Network	<a href="#"><u>How the Grinch Stole Appreciation at Work (and how to get it back)</u></a>
Human Talent Network	<a href="#"><u>Don't Hire Your Clones: Diversity in Practice</u></a>
Human Talent Network	<a href="#"><u>Appreciation in an International Multi-Cultural Organization</u></a>
Human Talent Network	<a href="#"><u>Don't Become a Victim Just Because You Work in a Toxic Workplace</u></a>
Human Talent Network	<a href="#"><u>The Tough Task of Dealing With Toxic Achievers</u></a>
Inc.com	<a href="#"><u>3 Habits of Trustworthy Employers</u></a>
International Coach Federation	<a href="#"><u>"Let Me Tell You a Story" - Tips for Coaches Who Want to Tell Compelling Stories</u></a>
International Coaching Federation	<a href="#"><u>4 Principles for Improving Workplace Appreciation</u></a>
International Coaching Federation	<a href="#"><u>"Let Me Tell You a Story" - Tips for Coaches Who Want to tell Compelling stories</u></a>
International Coaching News	<a href="#"><u>5 Keys to Effectively Communicating Appreciation</u></a>
Journal of Christian Nursing	<a href="#"><u>Unhappy? Low Morale? Try The 5 Languages of Appreciation in the Workplace</u></a>
Journal of Christian Nursing	<a href="#"><u>Surviving (even Thriving?) in a Toxic Workplace</u></a>
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	<a href="#"><u>Revisiting the Meaning of Vacation</u></a>
Ladders	<a href="#"><u>Overcoming Busyness – Our Cultural Addiction</u></a>
Ladders	<a href="#"><u>The Ways People Don't Want to Be Appreciated</u></a>
Ladders	<a href="#"><u>The Strange World of Appreciation at Work: Kevin Durant Not Feeling Appreciated</u></a>
Ladders	<a href="#"><u>How to Grow Your Appreciation for Others: Learn to Value Them</u></a>

Ladders	<a href="#"><u>Introducing the Expanded Motivating By Appreciation Inventory</u></a>
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Ladders	<a href="#"><u>The Changing Workplace: The importance of Peer-to-Peer Appreciation</u></a>
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Lawrence Tam	<a href="#"><u>Building Your Best Team: Learning to Appreciate and Value Differences</u></a>
McKnight's	<a href="#"><u>Do Millennials Want to be Shown Appreciation Differently?</u></a>
McKnight's	<a href="#"><u>Be Careful About Showing Appreciation During Unstable Times</u></a>
McKnight's	<a href="#"><u>Practical Tips For Improving Frontline Staff Morale</u></a>
McKnight's	<a href="#"><u>The controversy over 'Thanks': Part I</u></a>
McKnight's	<a href="#"><u>Cutting Through Cynicism With Authentic Appreciation</u></a>
McKnight's	<a href="#"><u>Tackling a Negative Workplace</u></a>
McKnight's	<a href="#"><u>Want an Unstoppable Team? Try Using Manager and Peer Recognition</u></a>
Meeteor	<a href="#"><u>How to Show Appreciation in Virtual Teams</u></a>
Monster.com (Daniel Bortz)	<a href="#"><u>The Hostile Work Environment Checklist: How Toxic is Yours?</u></a>
MTL Magazine	<a href="#"><u>Encouraging Your Colleagues</u></a>
MTL Magazine	<a href="#"><u>Don't Undermine Your Christian Witness in the Workplace</u></a>



Optimetric Management	Appreciation Makes Good Business Sense
OutThinker	<a href="#"><u>Not Everyone On Your Team Is An Entrepreneur</u></a>
OutThinker	<a href="#"><u>How Cynicism and Sarcasm Sap Creativity from Your Organization</u></a>
Personal Branding Blog	<a href="#"><u>So You Are an Intern This Summer</u></a>
Ragan.com	<a href="#"><u>Don't Love Your Work? Relax. You're Normal</u></a>
Ragan's HR Communications	<a href="#"><u>3 Reasons Why Appreciation Isn't Communicated More</u></a>
Redstone Rocket (Kari Hawkins)	<a href="#"><u>Material Enterprise Chaplains Renew Their Spiritual Skills</u></a>
Recruiter	<a href="#"><u>On Boss's Day, Show Your Appreciation Without Looking Like A Suck-up</u></a>
Recruiter	<a href="#"><u>Winter Blues Bumming Out Your Workplace? Appreciation can Help</u></a>
Recruiter	<a href="#"><u>3 Signs of a Toxic Workplace and How to Survive</u></a>
Recruiter.com	<a href="#"><u>How Do You Know When It's Time to Quit?</u></a>
Recruiter.com	<a href="#"><u>How the Grinch Stole Workplace Appreciation (and How to Get It Back)</u></a>
Recruiter.com	<a href="#"><u>How to Deal With a Narcissistic Boss</u></a>
Recruiter.com	<a href="#"><u>3 Ways to Show Employees (or Coworkers) You Appreciate Them This Thanksgiving</u></a>
Recruiter.com	<a href="#"><u>The Importance of Showing Appreciation During the Dark Days of Winter</u></a>
Recruiter.com	<a href="#"><u>Millennials Should Avoid These 5 Ways to Choose a Career</u></a>
Recruiter.com	<a href="#"><u>3 Easy Ways to Show Appreciation in Your Day-to-Day Work Life</u></a>
Recruiter.com	<a href="#"><u>How to Avoid Being Hired by a Toxic Workplace</u></a>
Recruiter.com	<a href="#"><u>Build a Positive Relationship - No Matter Who You Report To</u></a>
Rescue A CEO	<a href="#"><u>Learning How to Lead Those Who Are Different From You</u></a>
Rescue A CEO	<a href="#"><u>How to Avoid Becoming a Toxic Leader</u></a>
Rescue A CEO	<a href="#"><u>5 Ways to Tell if Your Workplace is Toxic</u></a>
Rescue A CEO	<a href="#"><u>Is a "Good Work Ethic" Different for Millennials, Gen X'ers and Boomers?</u></a>
Sales and Marketing Management	<a href="#"><u>A Valentine's for Your Top Performers</u></a>
Smallbizdaily.com	<a href="#"><u>5 Keys to Effectively Communicating Appreciation</u></a>
Smallbizdaily.com	<a href="#"><u>Don't Be a Turkey in How You Show Appreciation to Your Team</u></a>
Smallbizdaily.com	<a href="#"><u>What Employees Don't Like About the Holidays</u></a>
Smallbizdaily.com	<a href="#"><u>Leadership Lessons: Understanding and Appreciating Differences</u></a>
Smart Hustle Magazine	<a href="#"><u>Why Appreciating Your Team Is Good for Business</u></a>
Soundview Pro	<a href="#"><u>Leading Successfully Through Challenges and Obstacles</u></a>
Switch and Shift	<a href="#"><u>Leadership Lessons: Understanding and Appreciating Differences</u></a>
Switch and Shift	<a href="#"><u>Should Employee Appreciation Be Entirely Performance-Based?</u></a>
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Talent Management and HR	<a href="#"><u>Celebrating the Holidays at Work: Can We Ever Get It Right?</u></a>
Talent Management and HR	<a href="#"><u>A Valentine's Day Reminder: Most Normal People Don't Love Their Work</u></a>
Talent Management and HR	<a href="#"><u>Here's What it Will Take to Really Appreciate Your Employees in 2016</u></a>
Talent Insider	<a href="#"><u>5 Clues to Understanding (and Better Managing) Negative Employees</u></a>
Talent Insider	<a href="#"><u>Can't Find Good Workers? 3 Ways That Communicating Appreciation Can Help</u></a>
theestablishment.com	When Your Workplace Gives You PTSD (interview article)
Tiny Pulse Blog	<a href="#"><u>How to Show Authentic Appreciation in the Workplace</u></a>
Tiny Pulse Blog	<a href="#"><u>How Cynicism and Sarcasm Sap Creativity from Your Organization</u></a>
Tiny Pulse Blog	<a href="#"><u>The Uselessness of "Stuff " As Employee Recognition</u></a>
TwoTen Magazine	<a href="#"><u>Do Younger Employees Really Have Less of A Work Ethic?</u></a>
TwoTen Magazine	<a href="#"><u>Moral of the Story</u></a>
TwoTen Magazine	Good Communication Helps Businesses Function Better
Trainingmag.com	<a href="#"><u>The Relationship Between the DISC Personality Assessment</u></a>
Trainingmag.com	

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Trainingmag.com	<a href="#"><u>When Training on Appreciation May Not Be Appropriate</u></a>
Trainingmag.com	<a href="#"><u>Do Remote Employees Want to Be Shown Appreciation Differently Than Employees in Face-to-Face Settings?</u></a>
Trainingmag.com	<a href="#"><u>The Relationship Between the DISC Personality Assessment and The 5 Languages Of Appreciation</u></a>
Trainingmag.com	Training Underachievers, Overachievers, and Everything In Between
Tylt (by Jessie Blaeser)	<a href="#"><u>Do You Feel Appreciated at Work?</u></a>
Virtual Project Consulting	<a href="#"><u>Words Of Appreciation – 3 Reasons Why They Are Not Used</u></a>
Virtual Project Consulting	<a href="#"><u>5 Keys to Effectively Communicating Appreciation</u></a>
Wellbeing World	<a href="#"><u>Neutralising a Negative Workplace</u></a>
Wellbring World	<a href="#"><u>Creating a Positive Snowball Effect</u></a>
Wellbeing World	<a href="#"><u>Why Appreciating Your Team Is Good for Business</u></a>
Wichita Business Journal	Want to show you appreciate me? It won't cost a dime
Wichita Eagle	<a href="#"><u>Appreciation In An International, Multicultural Organization</u></a>
Workstride	<a href="#"><u>Appreciation Can Enhance Employee Engagement</u></a>
Young UpStarts	<a href="#"><u>How to Communicate Appreciation on a Tight Budget</u></a>