



ROTARY NOTARY

LEARNING THE 5 LANGUAGES OF APPRECIATION IN THE WORKPLACE

Member Birthdays:

Cathy McClain	2/19
Chris Whitney	2/22

At Rotary Today:

Greeter: Fred Heismeyer

Invocation, Flag Salute, and Four-way test:
Ric Wolford

Special Guests:

Sam Farha
Tim Fitzgerald

Photography: Ric Wolford

Rotary Anniversaries:

Larry McNeil—CHARTER MEMBER—39 YEARS
Dave Sproul—CHARTER MEMBER—39 years
Brittany Sweeney—2 years

Quote of the Week:

Satisfied needs do not motivate. It's only the unsatisfied need that motivates. Next to physical survival the greatest need of a human being is psychological survival—to be understood, to be affirmed, to be validated, to be appreciated.

— Steven Covey



Daniel White has made presentations all over the world and taught English in Honduras. He believes in empowering organizations by encouraging people.

You've heard of *The 5 Love Languages*, an international best seller by Gary Chapman. But did you know there are 5 languages of appreciation spoken in the workplace?

Today's speaker has a special connection to the topic because he is the son of Paul White, who co-authored, with Gary Chapman, *The 5 Languages of Appreciation in the Workplace*. Daniel White is the Vice President of Organizational Development and Family Business Services for AGH and his message for us was this: treat others as *they* want to be treated.

Let's say you really love watching the Kansas City Chiefs. So you buy your spouse tickets to an upcoming game. But what if your

spouse doesn't even like football? It's important at home, and in the workplace, to pay attention and show appreciation in a way that is meaningful to the recipient.

So what are the 5 languages of workplace appreciation? First, words of affirmation. Acknowledge that someone did a good job. Some want a note of appreciation, others want to be praised in front of their peers.

The second is Quality Time. Come and help me with my project, spend some quality time with me.

Third, Acts of Service. These are small acts that can help make a colleague's day go better. This could be offering to go to the mail room to help a frazzled colleague or filling the coffee maker with water.

Fourth, Make a Tangible Gift, something that shows you are getting to know your colleague better. Only 10% of employees choose this as the primary way they want to receive appreciation.

Last, Physical Touch. A quick fist bump or high five can mean a lot to some employees, although it is usually not identified as their top choice of being appreciated.

How can you find out your employees' favorite ways of being appreciated? Have them take the survey in the book. Then develop a plan, take corrective action, and be consistent in implementing your plan.

The benefits of showing your staff some appreciation? A higher level of job satisfaction, which can lead to greater employee retention.

Club Announcements:

Time is running out to support the AmazonSmile charitable giving program, which is being discontinued. All purchases made between now and **February 20** will continue to benefit the East Wichita Rotary Foundation. If you're signed up to support AmazonSmile and are considering making an Amazon purchase, *please order by Monday, Feb. 20.*

The US Naval Concert Band will perform in Wichita on Monday, March 6, at 7:00 p.m. Tickets are free! All the details and a link to get free tickets are in Kim's pre-meeting email of February 7.

Plan to join your fellow Rotarians for a **Club Mixer on Thursday, March 9** at Shocker Sports Grill and Lanes, located on the WSU campus inside the Rhatigan Student Center. More details to follow! Consider bringing a friend who is interested in Rotary!

Battle of the Brackets Sponsors Requested:

Would you like publicity for your business by sponsoring this year's "Battle of the Brackets?" This fun fundraiser supports our club's foundation, whose sole focus is to provide college scholarships for deserving students in Sedgwick County. A full sponsorship of \$300 would be great, or split it with a friend. Please see Kim for more details!

Next Week:

Our speaker will be **Alexandria Ware**, former ward of the foster care system and founder of Ware Consulting, which works with youth in the areas of conflict analysis, healthy trauma response, and violence reduction.

MORE AT ROTARY TODAY



Welcome new members **Geron Smith** (L) and **Stuart Palmer**. Geron is the Executive Vice President of Precision Construction Services and was sponsored by **Fred Thurlow**. An avid outdoorsman, Geron and his wife Rita are parents of four and are grandparents too! Stuart, whose sponsor is **Brian Burrus**, has been a Rotarian since 1986 in Jackson, Wyoming, where he and his wife Susie still spend part of the year. Last year Stuart headed up EWR's support of a project to bring clean water to seven elementary schools in South Africa. We're glad to have both of you as our newest members!

SERVICE ABOVE SELF IN ACTION



This group of Rotarians and their family/friends packed food backpacks at the Kansas Food Bank on February 1. L to R: Scott Nelson, Bobbi Hansen, Dustin Sylvester, Dane Estok, Dane's son Eli, Deb Brinegar, Tom Church, Fred Thurlow, Larry Hund, Tammie Rhea, Stewart Crow, Brian Burrus, Ann Crow, Michael Moeder, Joyce Heismeyer, Megan Madsen, Kim Hurtig, Makenna Miller, and Liz Farha.