

## **Thank you.**

I love to feel appreciated and express appreciation. It feels good, it is unique and fulfilling and others are given the opportunity to bask in it as well – it is a shared phenomenon. Further, I assert we all love to be appreciated and we all love to be in a state of appreciation. There is a connection and feeling of being vital, energized, connected and present to life. We all thrive in the reciprocal nature of appreciation.

So, what is this phenomenon of appreciation and how do we get more of it?

Just creating an awareness of appreciation and noticing its affects can get us “on the court” one might say. Now we want to distinguish it, deepen our understanding of it and align on the properties of it. With the further exploration we intend to put you in to the game of it and invite you to be a player, not just a spectator but stay on the court with us creating, generating and making appreciation happen.

Let’s find some edges to create the context of what we are distinguishing; here is what appreciation is not; it is not something we do, meaning it is not a doing per se although there are actions to take. It is not something we offer as a way to manage the situation or people. It is not a proposition. Propositioning someone with an incentive in order to get them to do what we want them to is a short term strategy that is an extrinsic motivator and does not create a foundation for either party to cultivate a sustainable relationship; at best it’s temporal and transactional.

Appreciation is a created context, it exists in our communication to another, often generated by our feelings in the present moment. We use the word and its synonyms (*thank you, grateful, etc*) to connect with and describe our experience, our interpretation about a person and/ or the situation we are experiencing. That feeling, thought, physical sensation, emotional reaction to the occurring world is deepened for ourselves and shared to another through language; “thank you or I appreciate...” are simple expressions and demonstrations of our internal state.

What we are asserting about appreciation is that it is a created way of being in the moment and gives us the concern with cultivating a relatedness of belonging and freedom with another that is respectful, trusting and affable. A relationship that honours both of us; one based on integrity, authenticity and advocacy, in a word: appreciation.

The intention of this source document is to distinguish and articulate what we mean by Appreciation, not only as a word but as a World. The distinction we are creating has an intention to bring an additional value to the world and provide impact to the experience of being human and interacting with living. This newly distinguished world or Domain of Appreciation is designed to give us access to something while creating a foundational reference and a prime resource that can grow and evolve to serve human being.

This paper is not an explanation, a solution or a point of view about the etymology of appreciation; it is a created and declared work. It exists independently of any evidence or validation, much like an axiom in mathematics. It is an assertion and a position which we are using to be a source for our adventure of living and sharing that experience with others.

This source document will cause deeper inquiries and expansions of Appreciation, in wider circles, and connect existing inquiries and research into the nature of Appreciation. There may develop an applied field of concern in social and business circles, to better understand the application of Appreciation as a way of being and how to generate it at will.

Before distinguishing the Realm of Appreciation, we need to first recognize and distinguish what appreciation already is, in our language, our society and in popular understanding or listening. Currently, the word appreciation is defined as, “a feeling of being grateful for something”, as “an expression of admiration, approval, or gratitude”. It has additional definitions of, “an ability to understand the worth, quality, or importance of something” as a favorable judgment or evaluation of something, and “a full awareness or understanding of something” (Merriam-Webster). The origin of the word goes back 600 years to the Latin root meaning, “action of estimating quality” and later evolutions meaning “high estimation” or “rise in value”. It is interesting to note that the use of the word in literature increased steadily (appreciated) from 1800 and peaked in 1930, then declined steadily (depreciated) through to the 1970's and continued to decline very gradually to the present.

(Source:

[https://books.google.com/ngrams/graph?year\\_start=1800&year\\_end=2008&corpus=15&smoothing=7&case\\_insensitive=on&content=appreciation&direct\\_url=t4%3B%2Cappreciation%3B%2Cc0%3B%2Cs0%3B%3Bappreciation%3B%2Cc0%3B%3BAppreciation%3B%2Cc0](https://books.google.com/ngrams/graph?year_start=1800&year_end=2008&corpus=15&smoothing=7&case_insensitive=on&content=appreciation&direct_url=t4%3B%2Cappreciation%3B%2Cc0%3B%2Cs0%3B%3Bappreciation%3B%2Cc0%3B%3BAppreciation%3B%2Cc0))

I am a stand to cause the appreciation for the use of appreciation and its application to the being of human being. I am grateful for the experience it is to live this life.

In our everyday language we speak about appreciation as a feeling, that is "I felt appreciated" or "being appreciated", not that appreciation was done to me or just told to me or even given to me. It is not simply an act of doing something although there may be action and doing involved in appreciation. We propose that the new Appreciation occupies a similar domain as Love and other foundational human emotional expressions. So, Appreciation is not just the word appreciation and Appreciation does not require that the word be used when appreciating someone. In this way, Appreciation is independent of the language used to describe it or the label of appreciation. It is much bigger than that. It is also distinct from gratitude, which we see as separate and based in the past or in an overcoming and reflective, contemplative state. Appreciation is a now phenomenon and is actionable and shared. It occurs like a rock hitting the water and creating ripples immediately to the environment in which it occurs.

Further distinguishing Appreciation

**Appreciation is the shared expression of the joy & fulfillment of living and an out here phenomenon.**

Expression is the process of making known one's thoughts, feelings, memories, physical sensations to others. It is a conscious action to communicate what is inside by speaking, acting or showing it "out here". It is more than a feeling it is a declaration to another, of how we are in the moment. We assert that it is shared and complimentary, an equivalency transmitted both ways, in balanced measure and magnitude. Human relationship is amplified, we are suddenly in awe of our existing related humanity a way in which we are connected and our ever-present state of being connected.

It is important to clarify that in the use of expression and relationship in this distinction, it is from one person to another, many to one and one to many, that is that which occurs between people. While we may appreciate things or even ideas, here we are referring to an exchange between and an interaction from human to humans.

Appreciation itself is therefore a visceral experience and grounded in intention. It is not merely an intellectual, contemplative or a good idea or an abstract concept. It is not simply a behavior, attitude or

personality trait. It simultaneously occurs in one's heart, soul, gut and in the mind; it resides at the core of our deepest human sense of self. It is an ontological phenomenon, a deeply rooted belief that is part of our being, and therefore expresses through the totality of human emotional (heart-based feelings, e.g. love), intellectual (head-based thoughts and speech, e.g. saying "Thank you") and physical (body-based actions, e.g. a smile) selves. It ignites life and is palpable in the moment.

Appreciation is absolute and a now phenomenon that is fulfilling. It has no magnitude measure or rating. Appreciation is appreciation no matter how small or big or how shallow or deep. It is experienced much the same way love is love. It is a constant phenomenon. Like the experience of being loved, we cannot experience enough Appreciation. We do not get full or overloaded by being overly Appreciated. The capacity to experience and receive Appreciation, the feeling of being Appreciated is limitless. It is not cumulative. It is absolute like the constancy of the speed of light and fills one's self.

*"I can live for two months on a good compliment." – Mark Twain*

Appreciation cannot be emptied, debited or voided in anyway. Therefore, it is not a payment or even a gift. It is not a commodity or a form of currency. The experience of Appreciation endures, much like the experience of being loved. It is timeless. There is no past, present or future in the experience of being loved much as there is no past, present or future in the experience of being appreciated. An experience of being Appreciated has no expiry date. It simply is and the experience becomes part of your Being.

*"Appreciation can make a day - even change a life. Your willingness to put it into words is all that is necessary." – Margaret Cousins*

In this way Appreciation is independent of the action taken or the how something is Appreciated. And while these actions can be considered, even strategized, the essence of Appreciation as phenomenon is absolute. The expression or channel through which Appreciation is expressed may be in the form of a smile or a gesture or a word or it may be in the form of a monetary payment or something else of substance and material value. The medium alone (i.e. a smile or money) does not by itself constitute Appreciation. We have all experienced an insincere smile or a forced gesture, even a reward without gratitude and it is unfulfilling. The key is the intention. The experience of being Appreciated remains the same. Its power is not about the medium or even in the message, it is sourced by a deeper intention.

*"To get the full value of joy you must have someone to divide it with." – Mark Twain*

In this new definition of Appreciation, we can see that Appreciation creates a new energy that is also complete in nature of being related to another. This is the aspect of reciprocity. Reciprocity is foundational to harmonious social function, at the partnership, group and community level, at the base of all ancient and indigenous cultures, in their cultural values designed to support harmonious balance and equanimity. So, balance is integral by-product, consequence of Appreciation. Appreciation also has a relationship with integrity. Like integrity as a function of workability, appreciation is a cycling of energy it is a normative value that is complete, like a perfect circle, the expression is balanced, whole and connected, nothing missing and with it it facilitates tremendous workability in the experience of being human.

*"By appreciation, we make excellence in others our own property." – Voltaire*

Appreciation, Balance and Integrity come together in the area of relationships, the possibility of fulfillment arising and the experience of being is fulfilled. Appreciation is therefore the medium through which

service is fulfilled. The delivery of service alone can be fulfilling, on one side of the equation, but Appreciation closes the loop and balances the equation naturally. In other words Appreciation provides for the possibility of fulfillment in the relationship and closes the deepest connection between people. This phenomenon provides for trust, even revealing a sacred quality to the relationship fostering an integral foundation upon which we constitute connection in the shared relationship of being human.

In relationship to business, and business relationships, especially between sellers and buyers, between commercial providers and personal consumers, Appreciation is the fulfilling and integral completion of the cycle of giving and receiving, of providing goods or services and receiving goods or services. It is an essential value to further building relationships, or to building more relationships. We further assert that Appreciation, as a value, will become more valued. As a social phenomena, even as a social technology, it will become foundational to the evolution of business as we know it.

### **Appreciation is a way to live longer, healthier and happier.**

The evidence is clear and stated in many ways, the caring about, engaging with others and expressing one's self to others with thanks generates, at a cellular level, a reinvigoration, renewal and revitalization of one's health. There are many studies that show people who express appreciation are happier, healthier and live longer – see our appendix for references to case studies and papers.

Appreciation applied to the organization comes with this thought of how to create more than an organization; what if it begins with recognizing that we come together as - **Thoughtfully Related Individuals Building Enterprise** - a truly connected tribe of appreciators.

I came here as a declaration to be a difference maker. I appreciate the opportunity life has granted me to share this journey with you.

That's what I say!

### Appendix on Effects of Appreciation:

1. <https://www.youtube.com/watch?v=oHv6vTKD6lg>
2. [https://www.ted.com/talks/david\\_steindl\\_rast\\_want\\_to\\_be\\_happy\\_be\\_grateful?language=en](https://www.ted.com/talks/david_steindl_rast_want_to_be_happy_be_grateful?language=en)
3. <https://hbr.org/2012/01/why-appreciation-matters-so-mu.html>
4. [http://www.health.harvard.edu/newsletter\\_article/in-praise-of-gratitude](http://www.health.harvard.edu/newsletter_article/in-praise-of-gratitude)
5. <http://www.forbes.com/sites/amymorin/2014/11/23/7-scientificallly-proven-benefits-of-gratitude-that-will-motivate-you-to-give-thanks-year-round/>
6. <http://www.ncbi.nlm.nih.gov/pmc/articles/PMC3010965/>
7. <https://www.emergenetics.com/blog/workplace-appreciation-gratitude/>
8. <http://foster.uw.edu/wp-content/uploads/2015/04/gratitude-relationship-marketing.pdf>
9. [http://www.noellenelson.com/Book\\_The\\_Power\\_of\\_Appreciation\\_in\\_Business.cfm](http://www.noellenelson.com/Book_The_Power_of_Appreciation_in_Business.cfm)
10. <https://www.heartmath.org/research/research-library/abstracts/effects-of-different-emotional-states/>

Additional Casual Notes:

In business, economics and finance, the term “appreciation” is most commonly related to “rise in value”, an increase in the value of something, like an asset or money, capital appreciation.

**Appreciation** (the opposite of depreciation) is the measure of a continued rise in the worth of an asset. In other words how an asset (whether that be a house, a product or a market) has gone from its initial value to a higher value.

Most research papers explore appreciation in the workplace, that is, the relationship between the company and employees, about engagement, satisfaction and loyalty with a focus on increasing engagement, productivity, innovation, trust and tenure, ultimately to deliver business results and impact bottom line.

Research - examples of papers and books online:

<https://hbr.org/2012/01/why-appreciation-matters-so-mu.html>

<http://www.forbes.com/sites/cherylsnappconner/2014/11/25/gratitude-in-business-the-appreciation-that-inspires-employees/>

<http://www.ibmadison.com/Blogger/The-Gray-Area/January-2013/The-power-of-recognition-and-appreciation-in-business/>

[http://www.researchgate.net/publication/233455066\\_Appreciation\\_A\\_spiritual\\_path\\_to\\_finding\\_value\\_and\\_meaning\\_in\\_the\\_workplace](http://www.researchgate.net/publication/233455066_Appreciation_A_spiritual_path_to_finding_value_and_meaning_in_the_workplace)

<http://barbaraglanz.com/blog/2009/03/new-research-on-appreciation/>

<http://www.octanner.com/landing/roi-of-effective-recognition.html>

<http://www.amazon.com/The-Power-Appreciation-Business-Productivity/dp/0976807319>

[http://www.noellenelson.com/Book\\_The\\_Power\\_of\\_Appreciation\\_in\\_Business.cfm](http://www.noellenelson.com/Book_The_Power_of_Appreciation_in_Business.cfm)