



# GRATEFUL LEADER 360

UNLOCKING THE POWER OF GRATITUDE IN LEADERSHIP

# GRATEFUL LEADER ASSESSMENT

LEADER NAME AT COMPANY NAME

COMPANY LOGO HERE

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# WHAT IS IN THIS REPORT

We extend heartfelt gratitude for choosing Grateful Leader 360™ and for engaging in the survey process. We honor your commitment to growing your gratitude as a leader and consider it a privilege to join you on this transformative journey.

As much as you are tempted to open the report and start skimming it now, please don't!

Pause for a moment... Express gratitude for the people you are privileged to lead, for them caring enough to respond by sharing their perspective, and for this opportunity to receive feedback. To learn, grow, and become a more Grateful Leader. Remember, it's a journey. A journey you're already traveling.

This bespoke report presents the results of your Grateful Leader 360™ survey. Contained within these pages, you will find valuable insights amassed systematically from your team members' feedback. We trust and respect the honesty and confidentiality of this feedback, and we encourage you to do the same.

The data in the report unfolds in a structured manner, exploring ten (10) facets of gratitude we invited input on. You'll see a page with an overview of your scores followed by the verbatim of all comments submitted for that facet of grateful leadership.

As you navigate through this report, we advise you to reflect not just on the scores, but on the themes they highlight about your gratitude practices. Recognizing these themes will provide a clearer perspective on your leadership style and how it impacts your team.

# WHAT IS IN THIS REPORT

Kindly remember, this report is a tool – a mirror meant to guide you in your journey to being a grateful leader. It's designed to support open dialogue, self-reflection, growth, and positive change.

As you review and discuss the findings, consider the long-term shifts in behavior and the strategies that can be implemented to further incorporate gratitude into your leadership practices.

We are eager and ready to assist you in translating these findings into actionable steps aimed at fostering a professional environment imbued with gratitude, heightened motivation, and increased productivity. The Grateful Leader 360™ is designed to inform coaching and direct growth. It is a point-in-time snapshot that can, and should, be administered again to assess your continued growth.

Thank you once again for embarking on this transformative journey and for your trust in Grateful Leader 360™. We celebrate you and your commitment to growing gratitude in your leadership, company, and life.

The best is yet to come!

# BASELINE INFORMATION



DATES SURVEY WAS AVAILABLE:  
June 19, 2023 - June 26, 2023



NUMBER OF PARTICIPANTS COMPLETED: 23



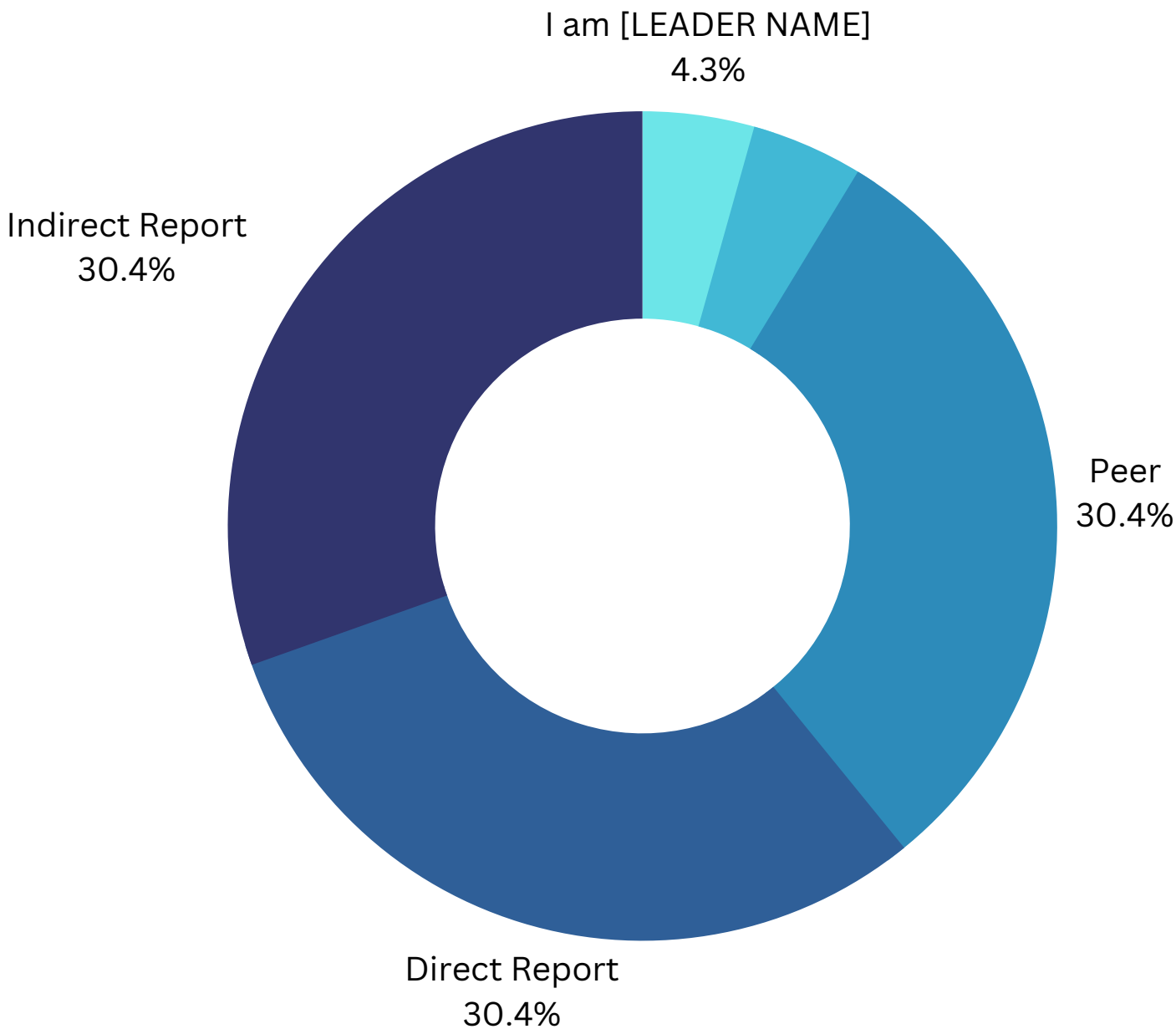
TOTAL POOL OF AVAILABLE PARTICIPANTS: 29



SURVEY COMPLETION RATE: 79.3%

THIS SURVEY IS COMPLETED ANONYMOUSLY AND  
THE COMMENTS INCLUDED ARE VERBATIM

# SELF-IDENTIFIED RELATIONSHIP



THIS SURVEY IS COMPLETED ANONYMOUSLY AND  
THE COMMENTS INCLUDED ARE VERBATIM

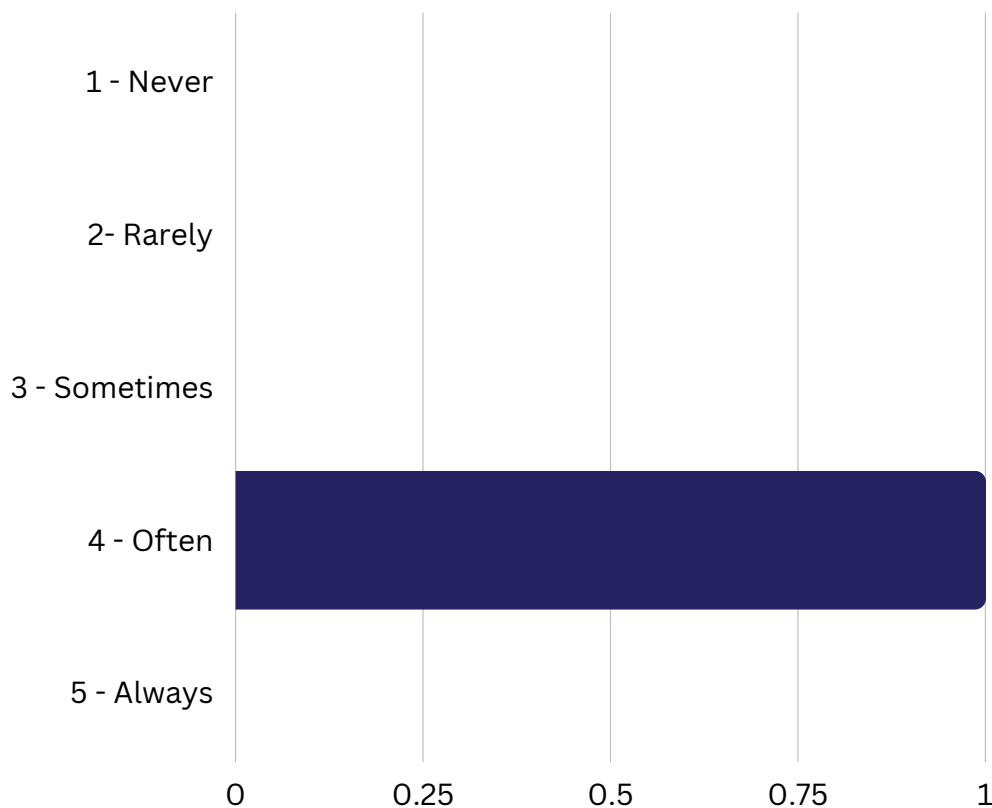


The background of the slide is a dramatic sky at sunset or sunrise. The top half is a clear, bright blue sky with a few wispy white clouds. The bottom half is a brilliant orange and yellow glow, with rays of light emanating from the bottom center, suggesting the sun is low on the horizon. A solid dark blue rectangle is centered on the page, containing the text 'SELF ASSESSMENT' in white, bold, sans-serif capital letters.

# SELF ASSESSMENT

# FREQUENCY OF GRATITUDE

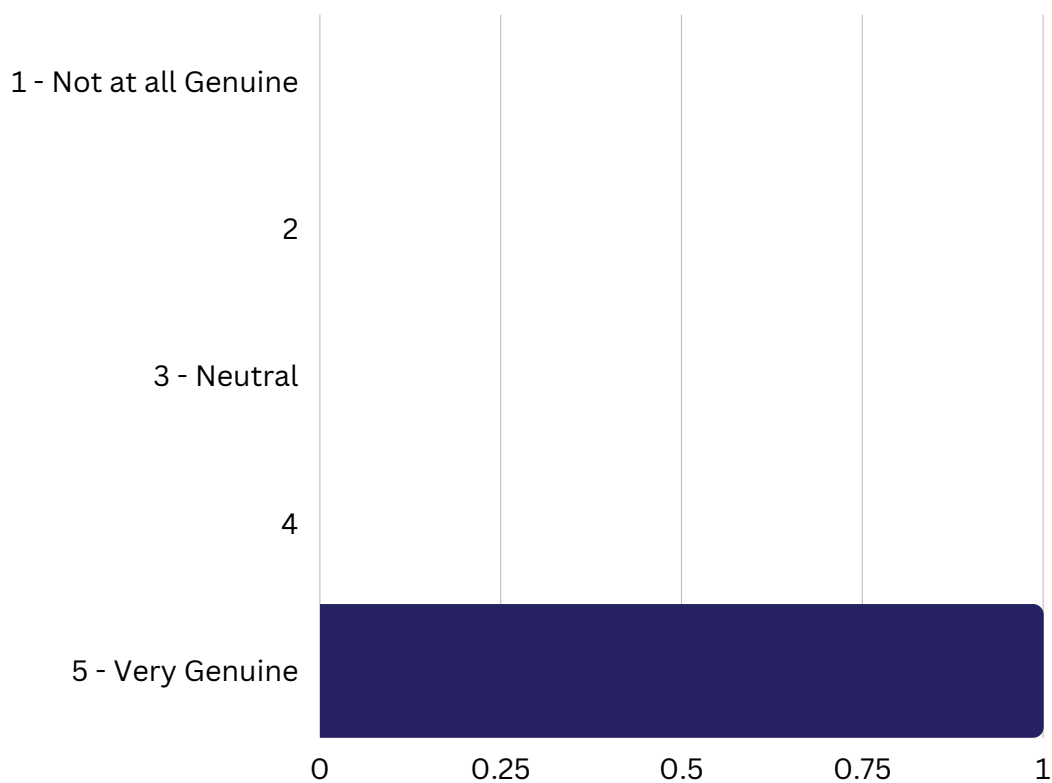
In your personal experience, how often does the leader express gratitude or appreciation towards others?



While our leader does show some signs of expressing gratitude or appreciation, I feel that there is room for improvement in this area. There have been instances where our leader has expressed appreciation for a job well done or acknowledged individual achievements during team meetings. However, these instances are not as frequent as I would hope for. There are times when the efforts and contributions of team members go unnoticed or unrecognized, which can be demotivating.

# SINCERITY OF GRATITUDE

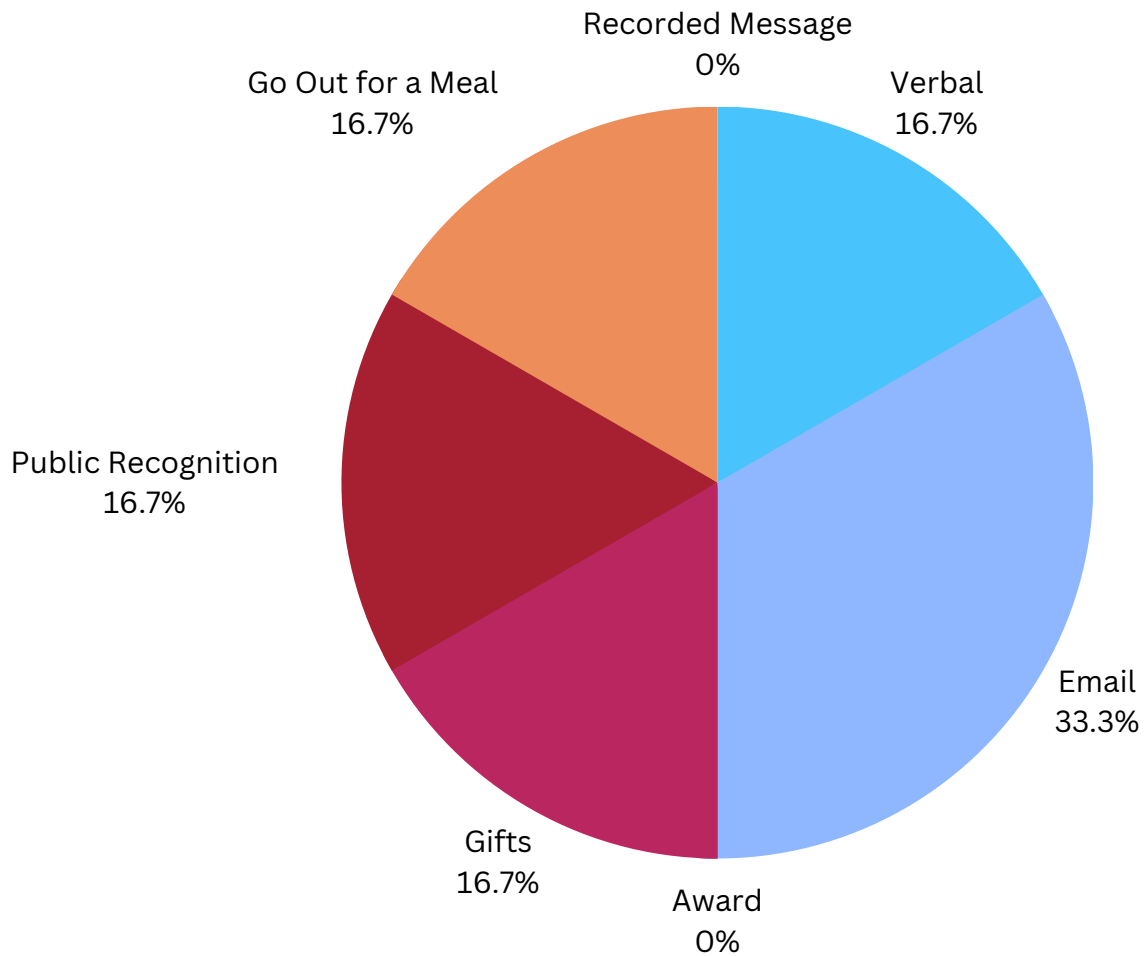
How genuine does the leader's gratitude and appreciation feel to you?



Our leader's expressions of gratitude consistently feel sincere, authentic, and deeply heartfelt. When our leader expresses gratitude and appreciation, it is evident that they genuinely value and recognize the efforts of the team. Their appreciation goes beyond just words; it is reflected in their actions and interactions with us. They take the time to listen actively, understand our contributions, and provide specific feedback that demonstrates their genuine appreciation.

# METHODS OF COMMUNICATION

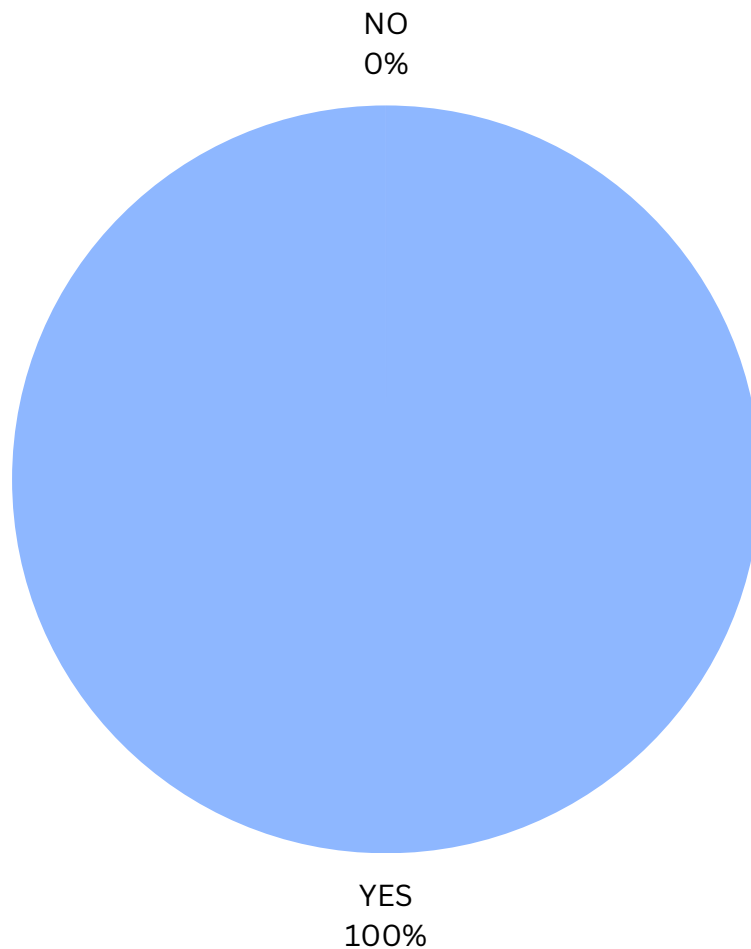
In what ways does the leader communicate gratitude (e.g. verbal, written, actions)?



Written communication is another avenue our leader employs to convey gratitude. They often send emails or written messages, customized to each team member, expressing their thanks and recognizing specific contributions. These written expressions of gratitude are tangible reminders of our value and serve as encouragement to keep excelling.

# PERSONALIZED RECOGNITION

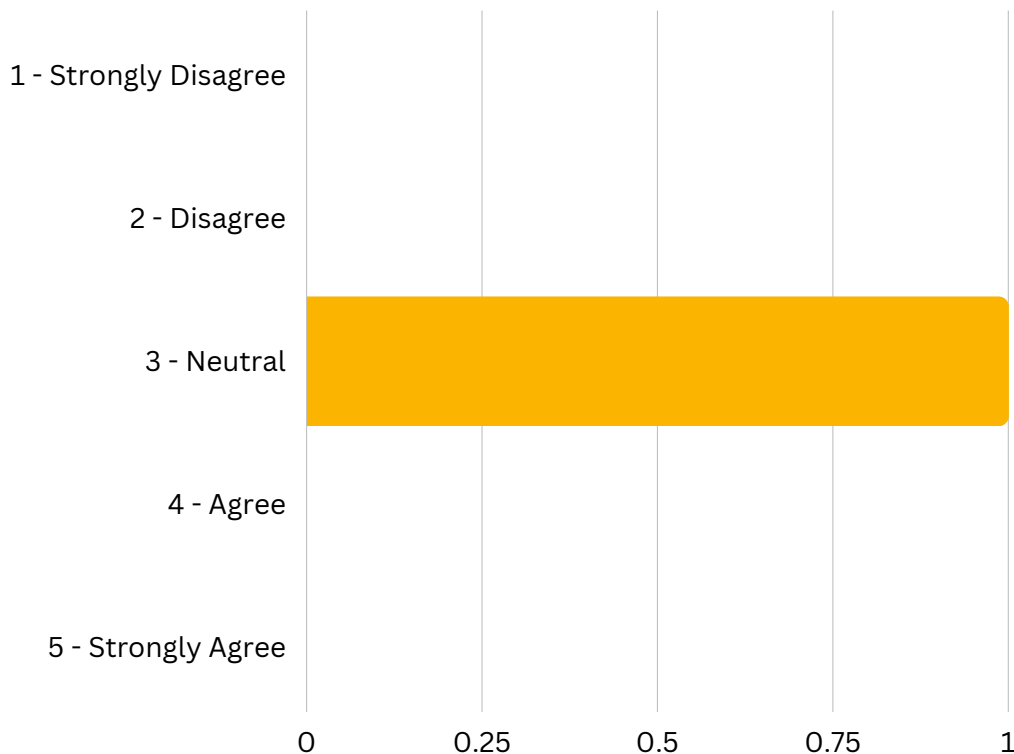
Can you recall any specific instances where the leader personalized their appreciation?



Yes, I can recall a specific instance where our leader personalized their appreciation. During a team meeting, our leader took the time to individually recognize each team member's contributions to a successful project. They went beyond generic praise and specifically highlighted the unique strengths and efforts of each person. It was evident that our leader had taken the time to understand our individual roles and contributions, making the appreciation feel personal and meaningful. This personalized approach to expressing gratitude made us feel valued and motivated to continue giving our best.

# INCLUSIVE GRATITUDE

Does the leader show gratitude and appreciation to everyone on the team?



While our leader does make an effort to express gratitude, it doesn't always extend to every team member equally. There are instances where our leader's expressions of gratitude and appreciation seem to be more focused on a select few individuals or specific departments.

These individuals or departments may receive more recognition and appreciation, while others might feel left out or undervalued.

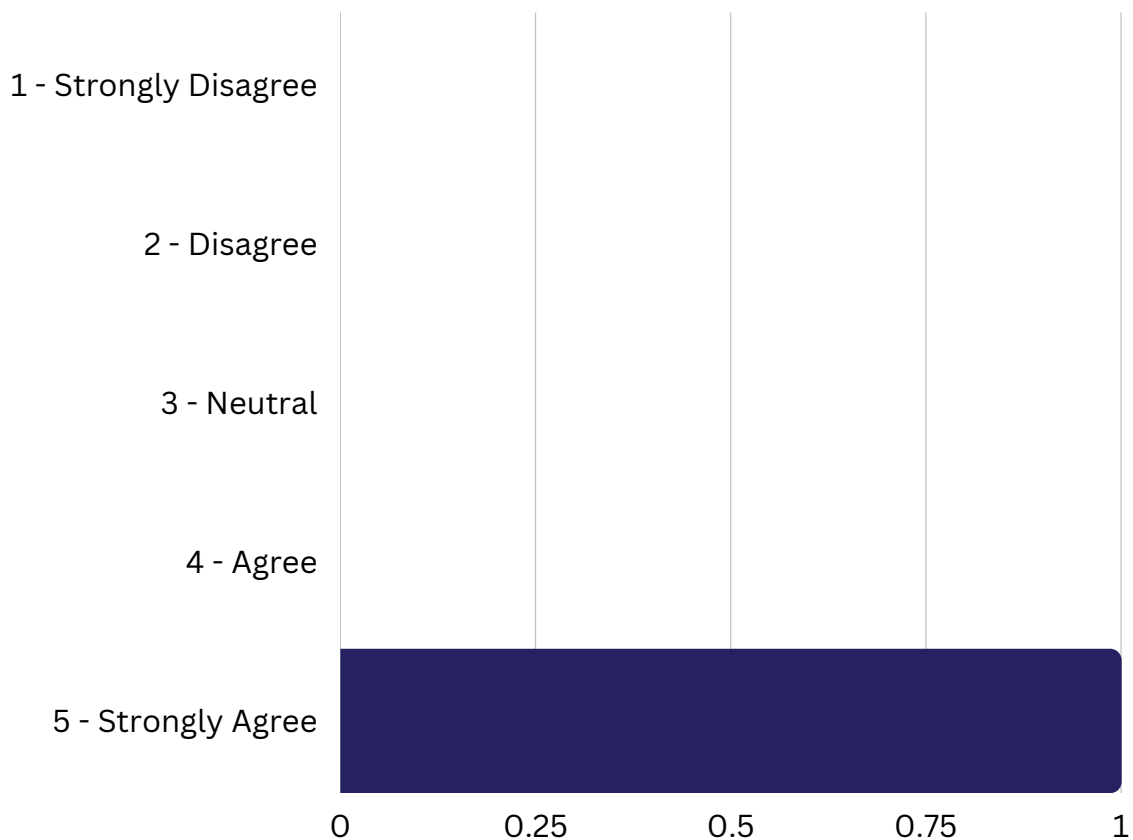
# IMPACT OF GRATITUDE

In what way(s) does the leader's gratitude and appreciation, or lack thereof, impact team morale and motivation?

When the leader fails to express gratitude and appreciation, team morale and motivation can suffer. The absence of recognition can leave team members feeling demotivated and undervalued. This lack of appreciation may lead to a decrease in morale, a decline in productivity, and even increased turnover. Team members who do not feel appreciated are less likely to go the extra mile and may lose their motivation to contribute their best effort.

# GRATITUDE AS A LEADERSHIP VALUE

Do you perceive the leader's gratitude as an essential aspect of their leadership?

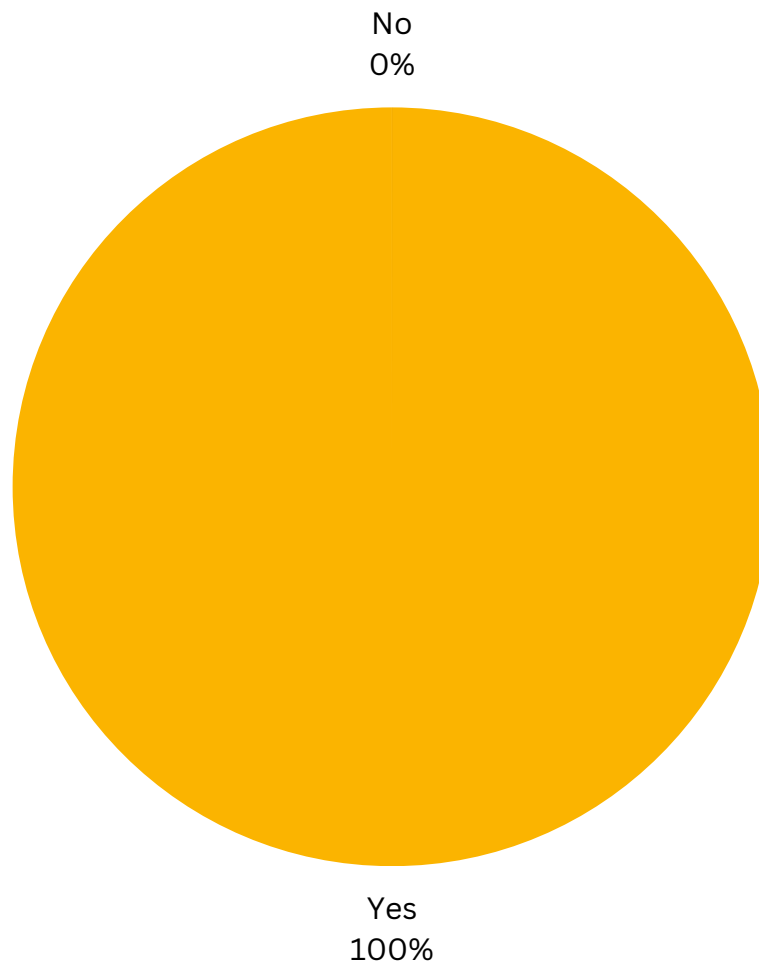


Our leader consistently demonstrates an unwavering sense of gratitude and appreciation, which profoundly influences our work environment and team dynamics in the most positive way. Our leader fully understands this and makes it an integral part of their leadership style. They consistently express genuine gratitude and appreciation towards each team member, whether it's publicly recognizing our achievements during team meetings or privately acknowledging our efforts in one-on-one conversations. This consistent practice creates an atmosphere of positivity, where everyone feels valued and motivated to excel in their work.



# ENCOURAGEMENT OF GRATITUDE AMONG TEAM MEMBERS

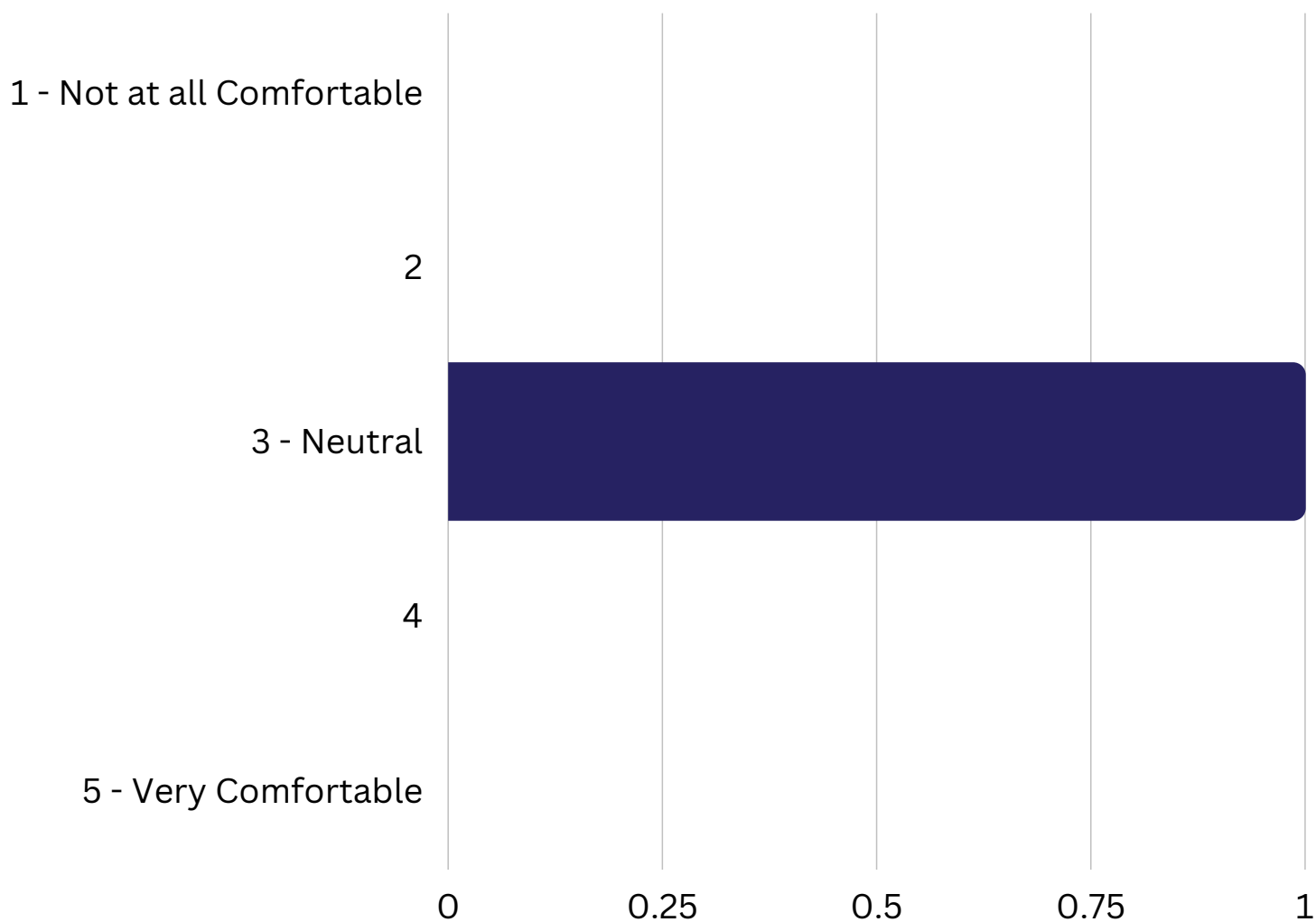
Does the leader encourage team members to express gratitude towards one another?



Yes, our leader actively encourages team members to express gratitude towards one another. They understand the importance of fostering a culture of appreciation and recognition within the team. Our leader frequently emphasizes the value of acknowledging and appreciating the efforts of our colleagues. They encourage us to express our gratitude openly, whether it's through verbal appreciation, written messages, or small acts of kindness. By promoting a culture of gratitude, our leader cultivates a supportive and collaborative work environment where team members feel valued and motivated to support one another.

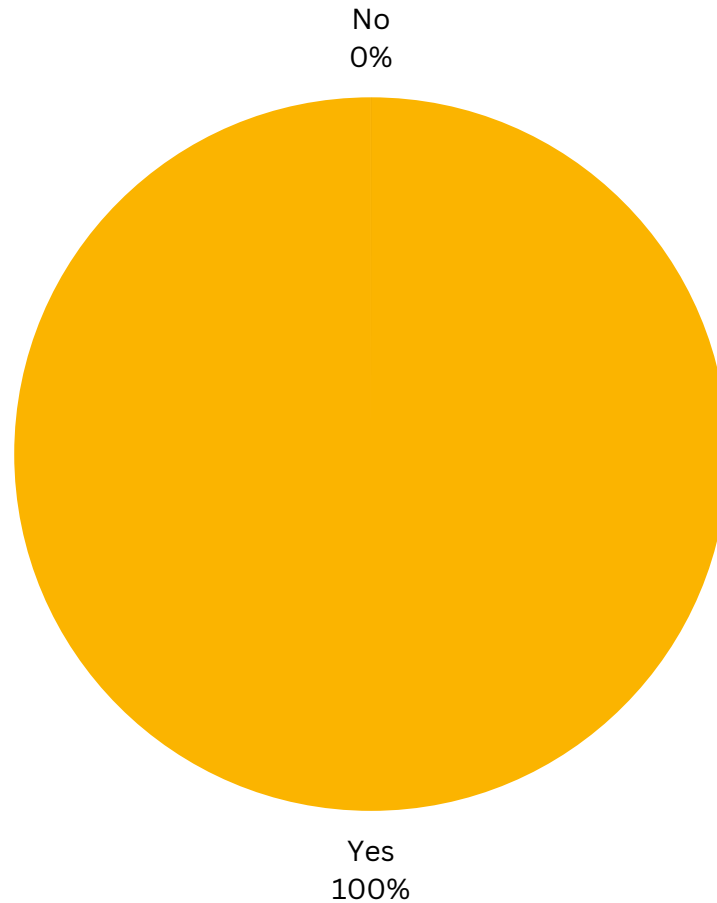
# COMFORT RECEIVING GRATITUDE

How comfortable is the leader at receiving gratitude when expressed to them?



# PERCEIVED LEVEL OF APPRECIATION

In general, do you feel appreciated by this leader?



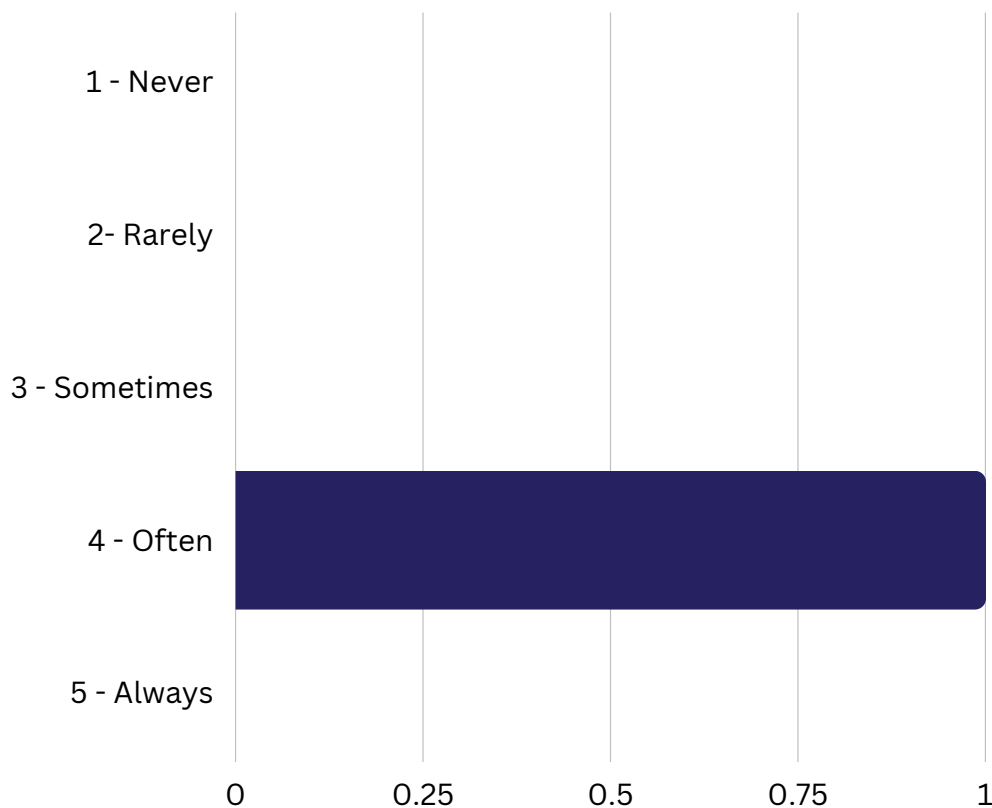
Yes, I definitely feel appreciated by this leader. They consistently express their gratitude and appreciation for my work and contributions. Whether it's through verbal praise during team meetings, written messages of appreciation, or even small tokens of recognition, they make an effort to acknowledge my efforts and make me feel valued. This consistent display of appreciation creates a positive and motivating work environment where I feel recognized and motivated to continue giving my best.

The background of the slide is a dramatic sunset sky. The top half is a clear, bright blue sky with scattered, soft white and light blue clouds. The bottom half is a brilliant, glowing orange and yellow sky, with the sun's rays creating a lens flare effect that radiates across the lower portion. A solid dark blue rectangular box is centered on the page, containing the text 'MANAGER ASSESSMENT' in a clean, white, sans-serif font.

# MANAGER ASSESSMENT

# FREQUENCY OF GRATITUDE

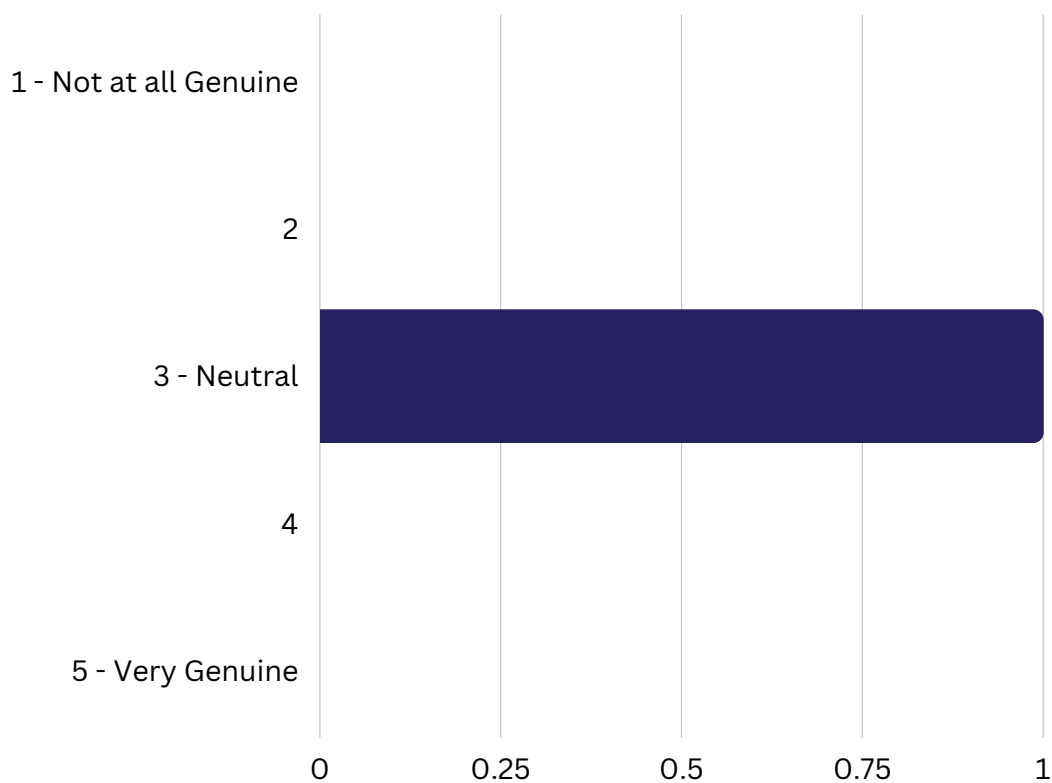
In your personal experience, how often does the leader express gratitude or appreciation towards others?



While our leader does show some signs of expressing gratitude or appreciation, I feel that there is room for improvement in this area. There have been instances where our leader has expressed appreciation for a job well done or acknowledged individual achievements during team meetings. However, these instances are not as frequent as I would hope for. There are times when the efforts and contributions of team members go unnoticed or unrecognized, which can be demotivating.

# SINCERITY OF GRATITUDE

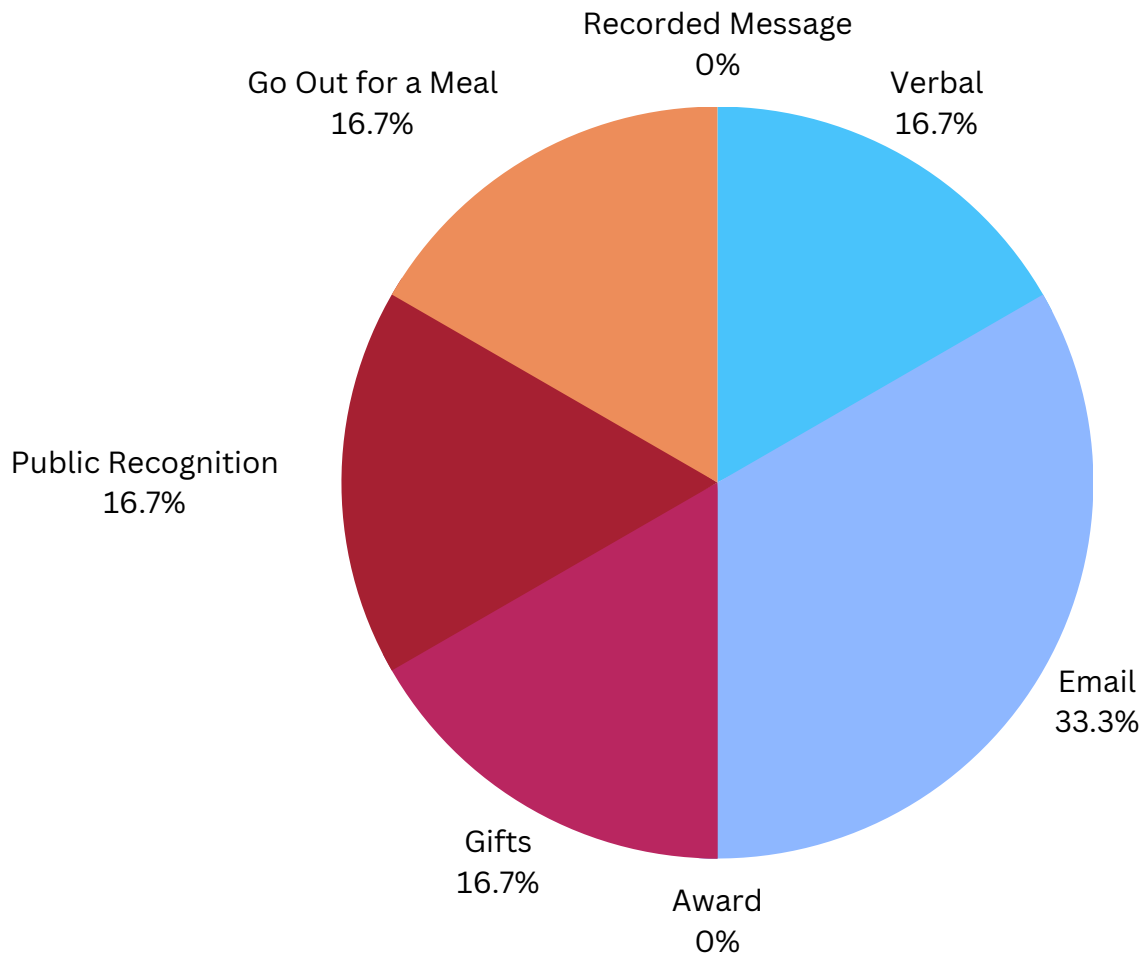
How genuine does the leader's gratitude and appreciation feel to you?



While our leader does express gratitude and appreciation towards others, there are times when it feels somewhat superficial or forced. There are instances when our leader's expressions of gratitude and appreciation feel sincere and heartfelt. They take the time to provide specific feedback, highlighting the contributions and efforts of team members. In these moments, it is evident that our leader genuinely values and recognizes the hard work we put in.

# METHODS OF COMMUNICATION

In what ways does the leader communicate gratitude (e.g. verbal, written, actions)?



Written communication is another avenue our leader employs to convey gratitude. They often send emails or written messages, customized to each team member, expressing their thanks and recognizing specific contributions. These written expressions of gratitude are tangible reminders of our value and serve as encouragement to keep excelling.

# PERSONALIZED RECOGNITION

Can you recall any specific instances where the leader personalized their appreciation?

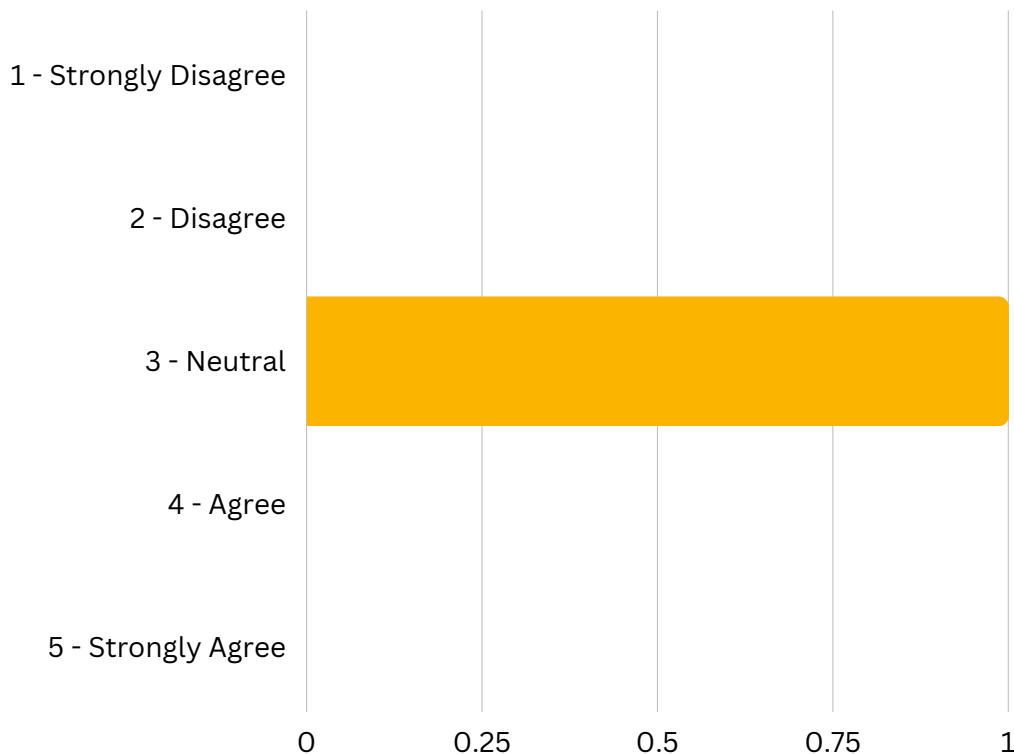


Yes, I can recall a specific instance where our leader personalized their appreciation. During a team meeting, our leader took the time to individually recognize each team member's contributions to a successful project. They went beyond generic praise and specifically highlighted the unique strengths and efforts of each person. It was evident that our leader had taken the time to understand our individual roles and contributions, making the appreciation feel personal and meaningful. This personalized approach to expressing gratitude made us feel valued and motivated to continue giving our best.



# INCLUSIVE GRATITUDE

Does the leader show gratitude and appreciation to everyone on the team?



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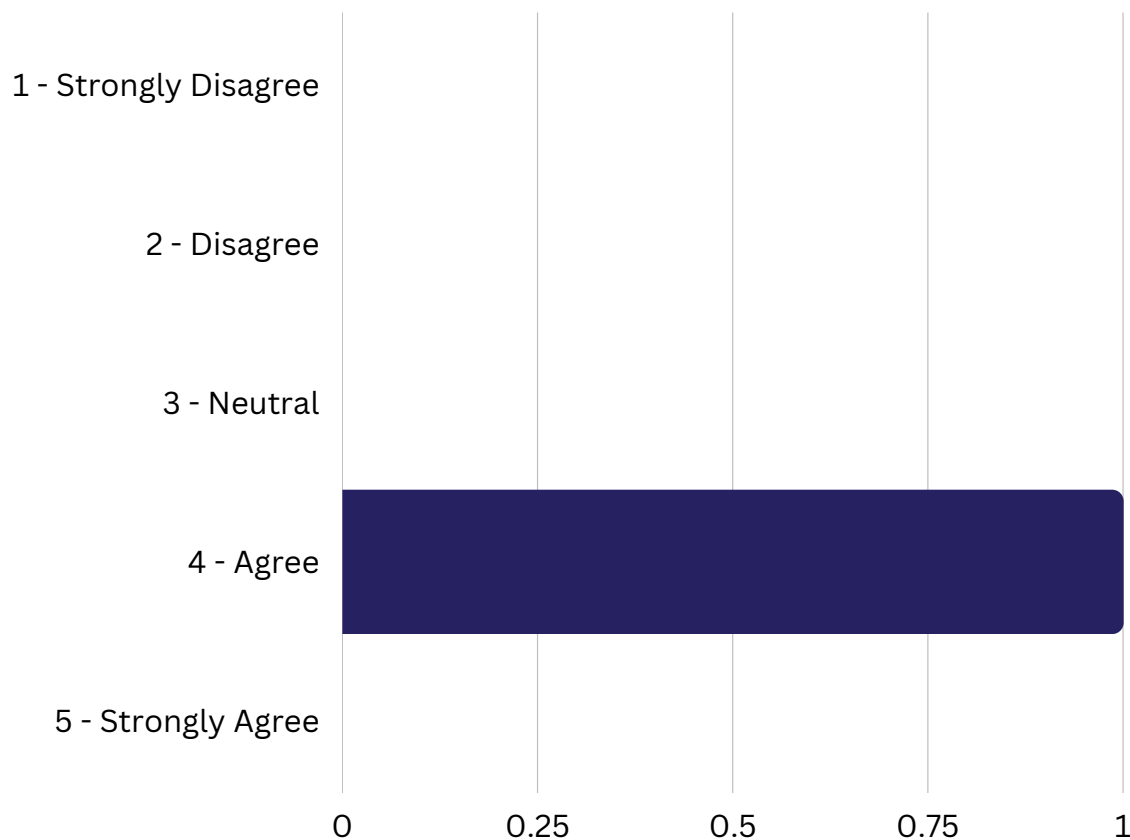
# IMPACT OF GRATITUDE

In what way(s) does the leader's gratitude and appreciation, or lack thereof, impact team morale and motivation?

When the leader fails to express gratitude and appreciation, team morale and motivation can suffer. The absence of recognition can leave team members feeling demotivated and undervalued. This lack of appreciation may lead to a decrease in morale, a decline in productivity, and even increased turnover. Team members who do not feel appreciated are less likely to go the extra mile and may lose their motivation to contribute their best effort.

# GRATITUDE AS A LEADERSHIP VALUE

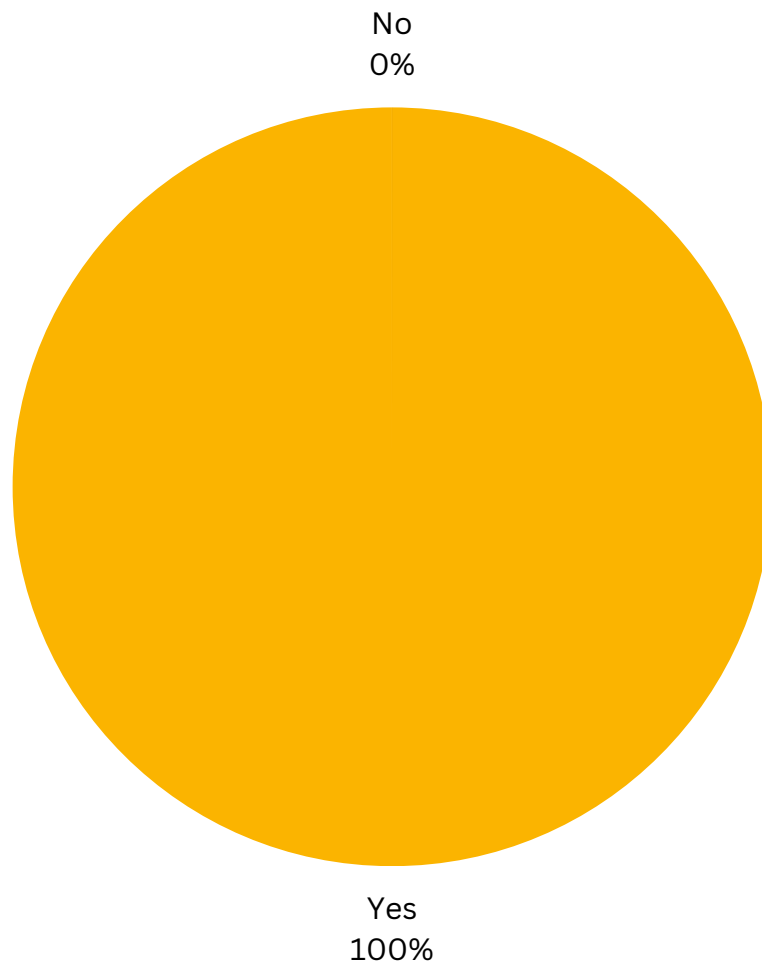
Do you perceive the leader's gratitude as an essential aspect of their leadership?



Our leader goes beyond mere words and takes action to demonstrate their gratitude. They provide opportunities for professional growth, acknowledge achievements, and advocate for our well-being. This holistic approach to gratitude creates a supportive and motivating work environment, empowering us to strive for excellence and collaborate effectively.

# ENCOURAGEMENT OF GRATITUDE AMONG TEAM MEMBERS

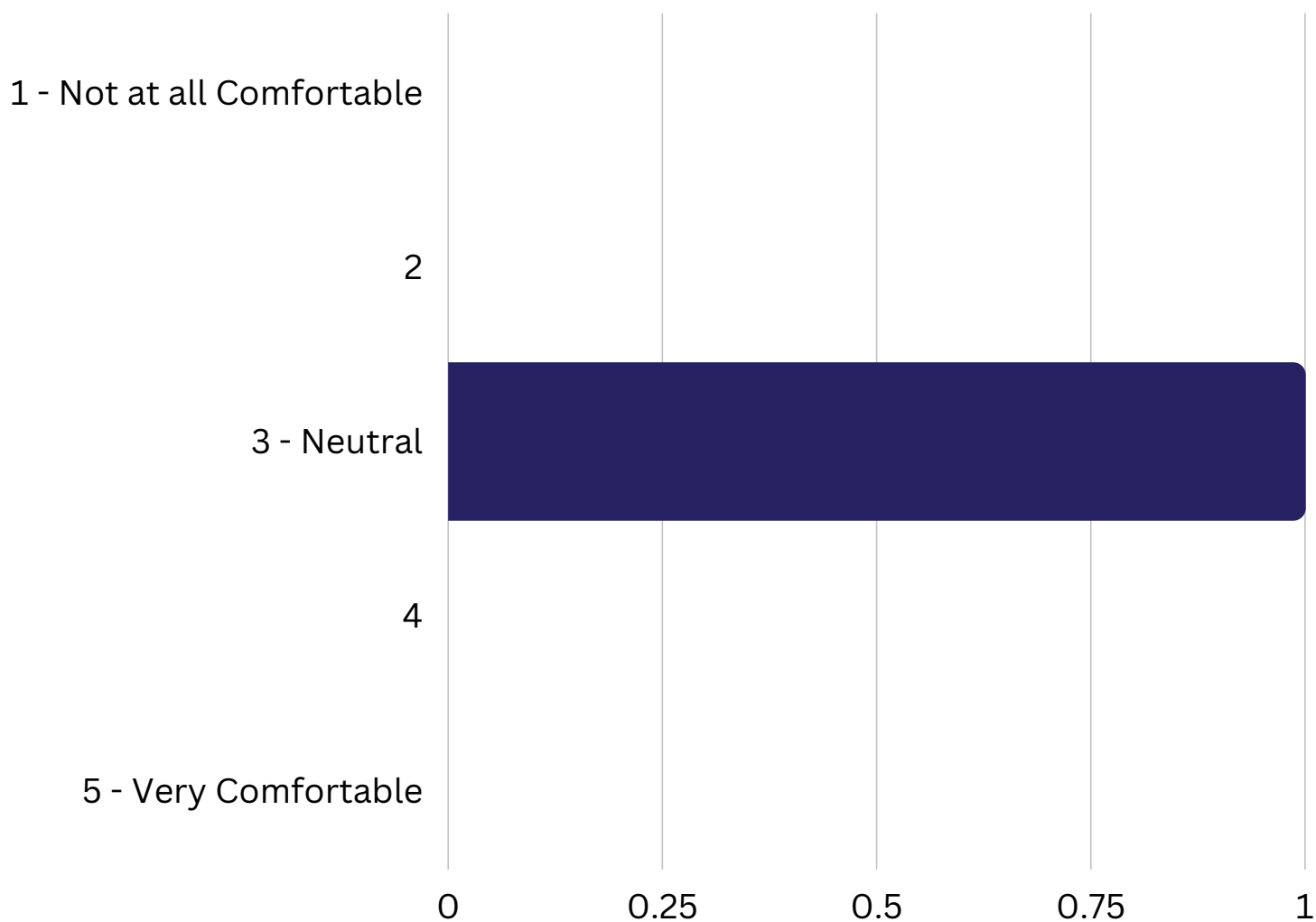
Does the leader encourage team members to express gratitude towards one another?



Yes, our leader actively encourages team members to express gratitude towards one another. They understand the importance of fostering a culture of appreciation and recognition within the team. Our leader frequently emphasizes the value of acknowledging and appreciating the efforts of our colleagues. They encourage us to express our gratitude openly, whether it's through verbal appreciation, written messages, or small acts of kindness. By promoting a culture of gratitude, our leader cultivates a supportive and collaborative work environment where team members feel valued and motivated to support one another.

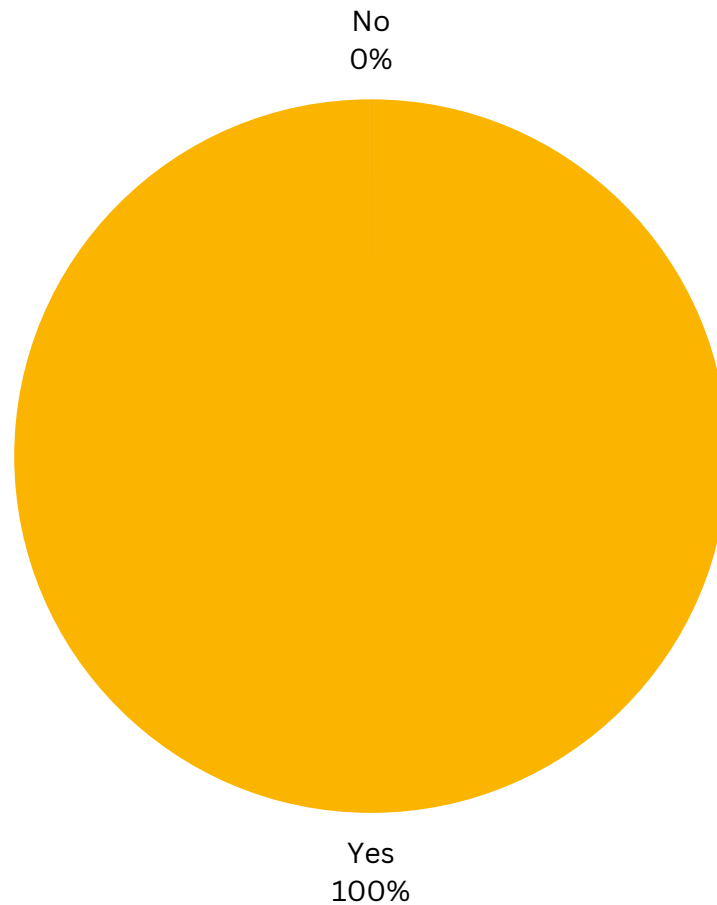
# COMFORT RECEIVING GRATITUDE

How comfortable is the leader at receiving gratitude when expressed to them?



# PERCEIVED LEVEL OF APPRECIATION

In general, do you feel appreciated by this leader?



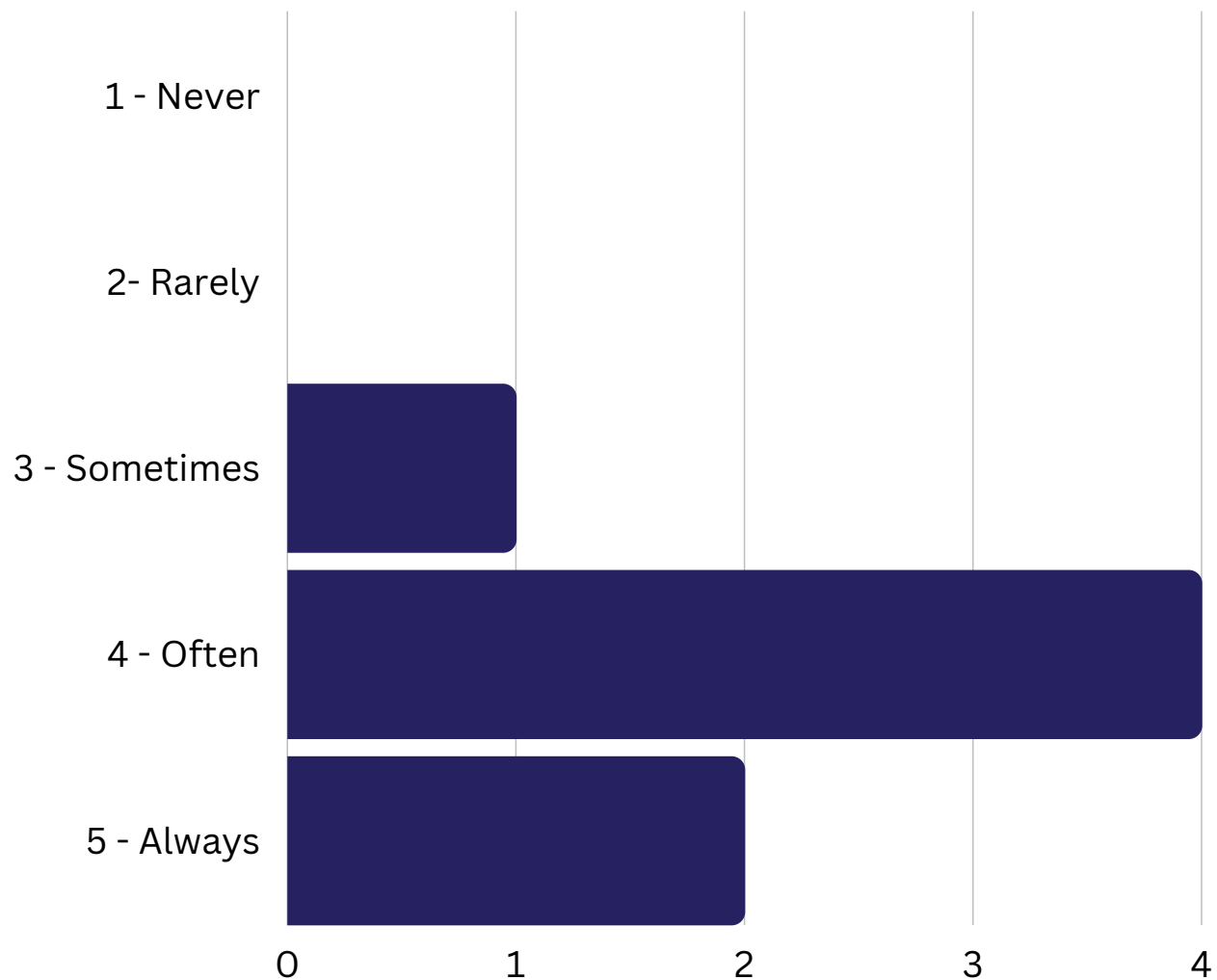
Yes, I definitely feel appreciated by this leader. They consistently express their gratitude and appreciation for my work and contributions. Whether it's through verbal praise during team meetings, written messages of appreciation, or even small tokens of recognition, they make an effort to acknowledge my efforts and make me feel valued. This consistent display of appreciation creates a positive and motivating work environment where I feel recognized and motivated to continue giving my best.



# PEER ASSESSMENT

# FREQUENCY OF GRATITUDE

In your personal experience, how often does the leader express gratitude or appreciation towards others?





# COMMENTS ON FREQUENCY OF GRATITUDE

Elaborate on your answer to:

*"In your personal experience, how often does the leader express gratitude or appreciation towards others?"*

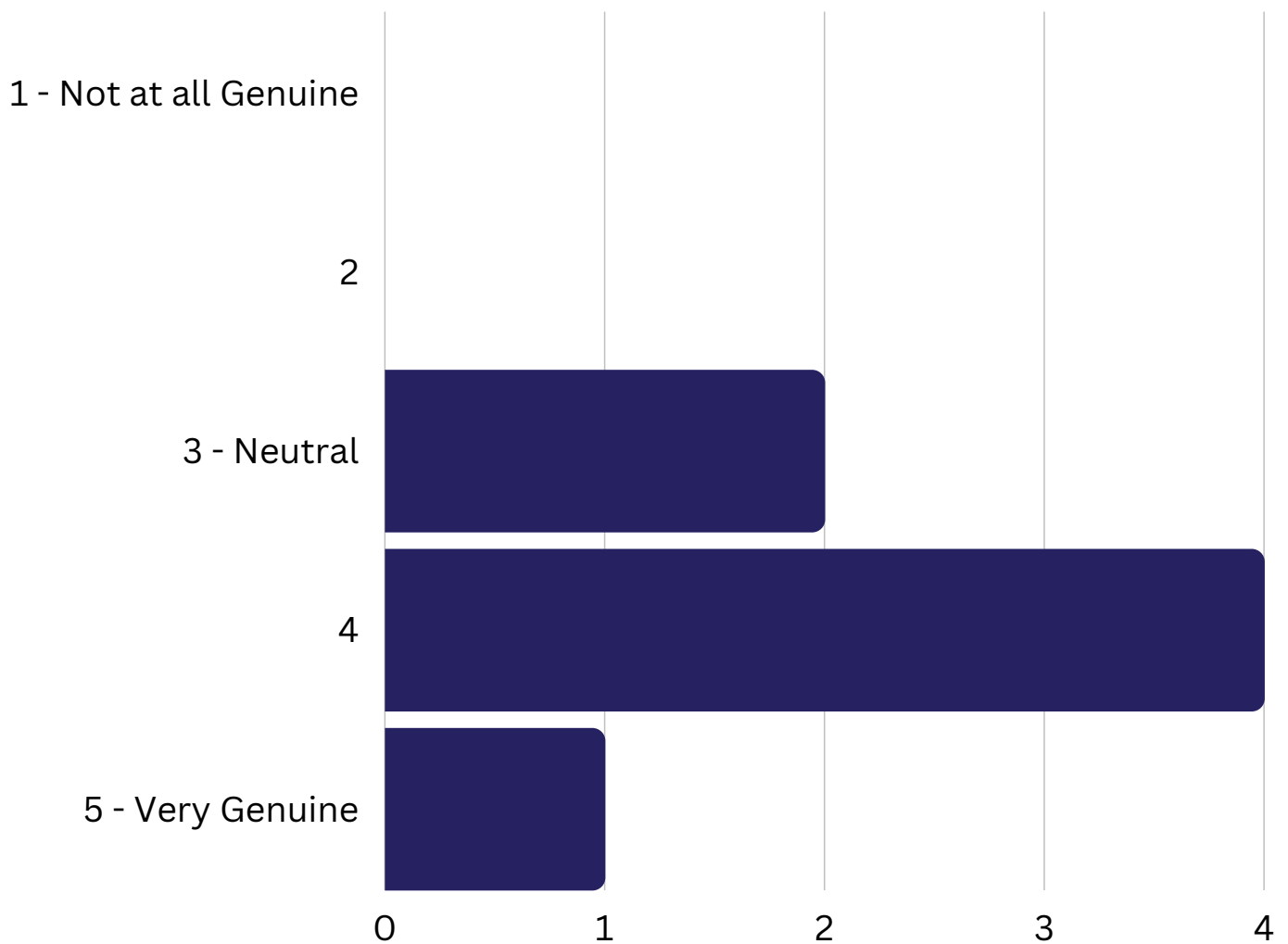
While our leader does show some signs of expressing gratitude or appreciation, I feel that there is room for improvement in this area. There have been instances where our leader has expressed appreciation for a job well done or acknowledged individual achievements during team meetings. However, these instances are not as frequent as I would hope for. There are times when the efforts and contributions of team members go unnoticed or unrecognized, which can be demotivating.

Our leader consistently demonstrates a genuine appreciation for the efforts and contributions of the team. Our leader understands the importance of expressing gratitude and regularly takes the time to acknowledge the hard work and achievements of team members. During team meetings, they often highlight individual and team accomplishments, expressing their gratitude and recognizing the efforts that went into achieving success. This recognition creates a positive and motivating atmosphere within the team.

Our leader consistently goes above and beyond in expressing gratitude and appreciation towards team members. Our leader understands the importance of recognizing and valuing the efforts of the team. They make it a point to express appreciation on a regular basis, whether it's during team meetings, individual conversations, or through written messages. They never miss an opportunity to acknowledge the hard work and achievements of team members, and their genuine gratitude shines through in their words and actions.

# SINCERITY OF GRATITUDE

How genuine does the leader's gratitude and appreciation feel to you?



# COMMENTS ON SINCERITY OF GRATITUDE

Elaborate on your answer to:

*"How genuine does the leader's gratitude and appreciation feel to you?"*

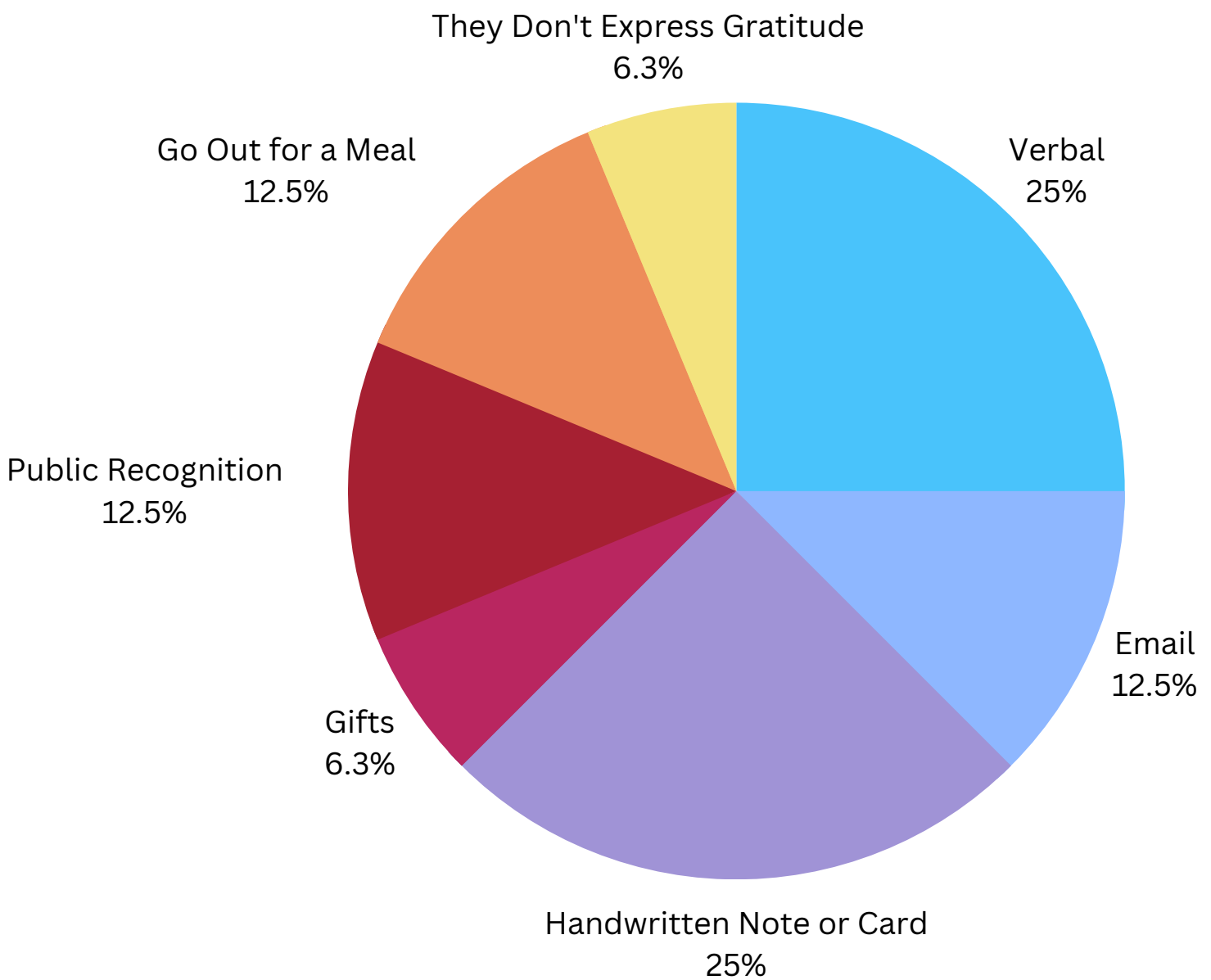
While our leader does express gratitude and appreciation towards others, there are times when it feels somewhat superficial or forced. There are instances when our leader's expressions of gratitude and appreciation feel sincere and heartfelt. They take the time to provide specific feedback, highlighting the contributions and efforts of team members. In these moments, it is evident that our leader genuinely values and recognizes the hard work we put in.

Overall, our leader's expressions of gratitude and appreciation feel sincere and authentic. When our leader expresses gratitude, it comes across as genuine and heartfelt. They take the time to provide specific feedback, highlighting the contributions and efforts of individuals or the team as a whole. It is evident that our leader understands and values the hard work we put in, and their appreciation feels authentic.

Our leader's expressions of gratitude consistently feel sincere, authentic, and deeply heartfelt. When our leader expresses gratitude and appreciation, it is evident that they genuinely value and recognize the efforts of the team. Their appreciation goes beyond just words; it is reflected in their actions and interactions with us. They take the time to listen actively, understand our contributions, and provide specific feedback that demonstrates their genuine appreciation.

# METHODS OF COMMUNICATION

In what ways does the leader communicate gratitude (e.g. verbal, written, actions)?



# COMMENTS ON METHODS OF COMMUNICATION

Elaborate on your answer to:

*"In what ways does the leader communicate gratitude (e.g. verbal, written, actions)?"*

Our leader communicates gratitude in various ways, incorporating both verbal and written expressions, as well as through their actions. Verbally, they often express their appreciation during team meetings, acknowledging the efforts and achievements of individuals or the entire team. Their words of thanks and recognition create a positive and motivating atmosphere.

Written communication is another avenue our leader employs to convey gratitude. They often send emails or written messages, customized to each team member, expressing their thanks and recognizing specific contributions. These written expressions of gratitude are tangible reminders of our value and serve as encouragement to keep excelling.

Our leader understands the importance of communicating gratitude in various ways and utilizes a combination of verbal, written, and action-based approaches. Verbal expressions of gratitude are frequently shared during team meetings, where our leader takes the time to publicly acknowledge and appreciate the contributions of team members. These verbal affirmations create a positive and encouraging environment.

# PERSONALIZED RECOGNITION

Can you recall any specific instances where the leader personalized their appreciation?



# COMMENTS ON PERSONALIZED RECOGNITION

Elaborate on your answer to:

*"Can you recall any specific instances where the leader personalized their appreciation?"*

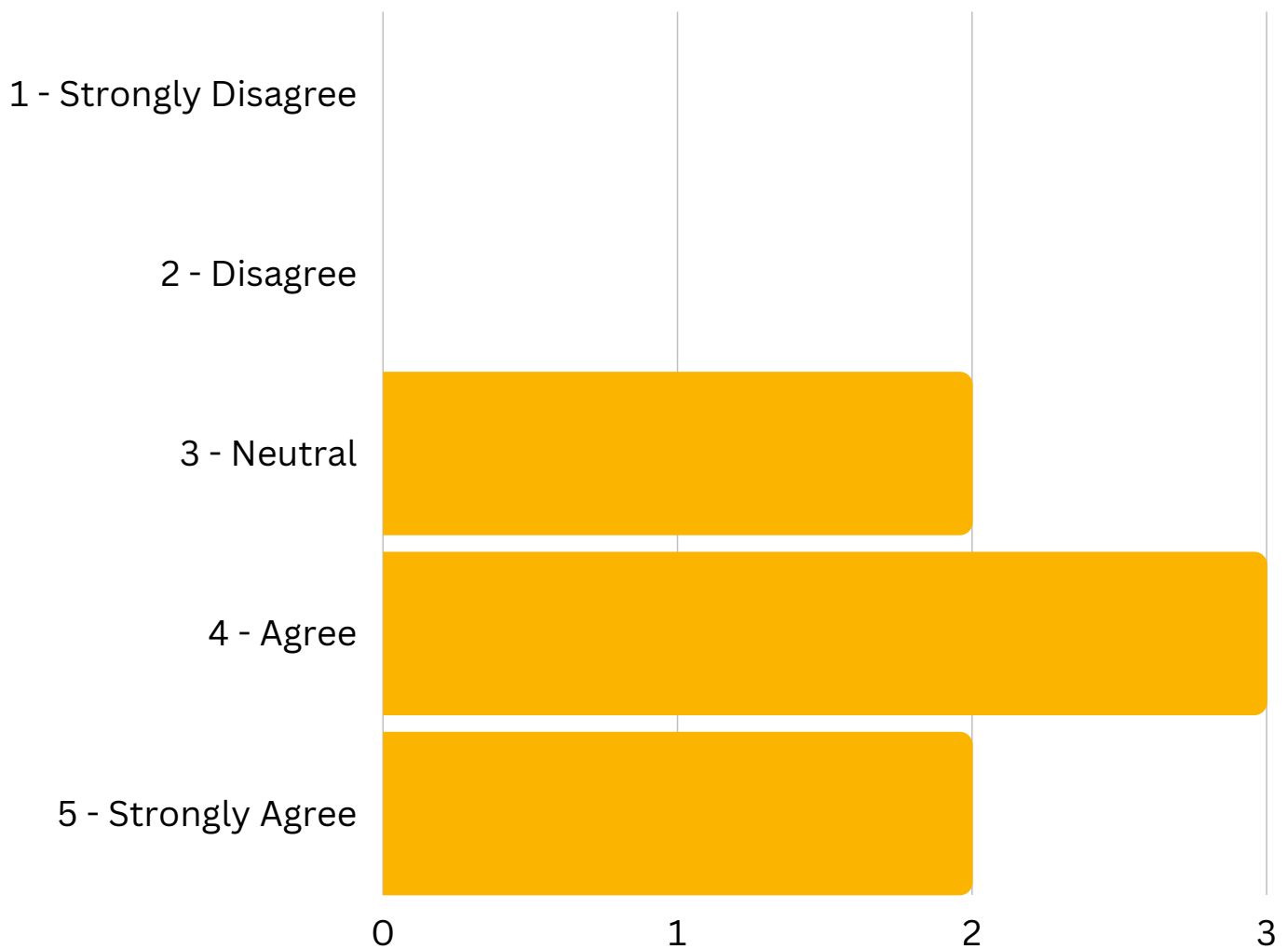
Yes, I can recall a specific instance where our leader personalized their appreciation. During a team meeting, our leader took the time to individually recognize each team member's contributions to a successful project. They went beyond generic praise and specifically highlighted the unique strengths and efforts of each person. It was evident that our leader had taken the time to understand our individual roles and contributions, making the appreciation feel personal and meaningful. This personalized approach to expressing gratitude made us feel valued and motivated to continue giving our best.

Absolutely! I can recall a specific instance where our leader went above and beyond to personalize their appreciation. It was during our team's annual recognition event, where our leader presented awards and accolades. Instead of simply reading off a script, our leader took the time to share personal anecdotes and stories about each team member's accomplishments. They highlighted the specific challenges we overcame and the impact our work had on the organization. This personalized approach to expressing gratitude made us feel seen and appreciated for our unique contributions. It was a truly memorable and special moment that further solidified our admiration for our leader.

No, I cannot recall any specific instances where our leader personalized their appreciation. While our leader does express gratitude and appreciation, it often feels more generalized and less personalized to individual team members. Their expressions of appreciation tend to be more focused on the overall team's achievements rather than recognizing individual contributions.

# INCLUSIVE GRATITUDE

Does the leader show gratitude and appreciation to everyone on the team?





## COMMENTS ON INCLUSIVE GRATITUDE

Elaborate on your answer to:

*"Does the leader show gratitude and appreciation to everyone on the team?"*

While our leader does make an effort to express gratitude, it doesn't always extend to every team member equally. There are instances where our leader's expressions of gratitude and appreciation seem to be more focused on a select few individuals or specific departments. These individuals or departments may receive more recognition and appreciation, while others might feel left out or undervalued.

Our leader generally makes a genuine effort to express gratitude and appreciation to all team members. Our leader recognizes the importance of acknowledging individual contributions and regularly expresses gratitude during team meetings or through written messages. They make an effort to highlight the efforts and achievements of each team member, ensuring that everyone feels valued and recognized for their contributions.

Our leader consistently goes above and beyond to ensure that every team member feels valued and appreciated for their contributions. One of the remarkable qualities of our leader is their ability to express gratitude verbally. Whether it's during team meetings or one-on-one interactions, our leader takes the time to acknowledge each team member's efforts and achievements. They sincerely express their gratitude, highlighting the specific ways in which individuals have positively impacted the team's success. This consistent recognition leaves no doubt that our leader appreciates and values the contributions of every single team member.

# IMPACT OF GRATITUDE

In what way(s) does the leader's gratitude and appreciation, or lack thereof, impact team morale and motivation?

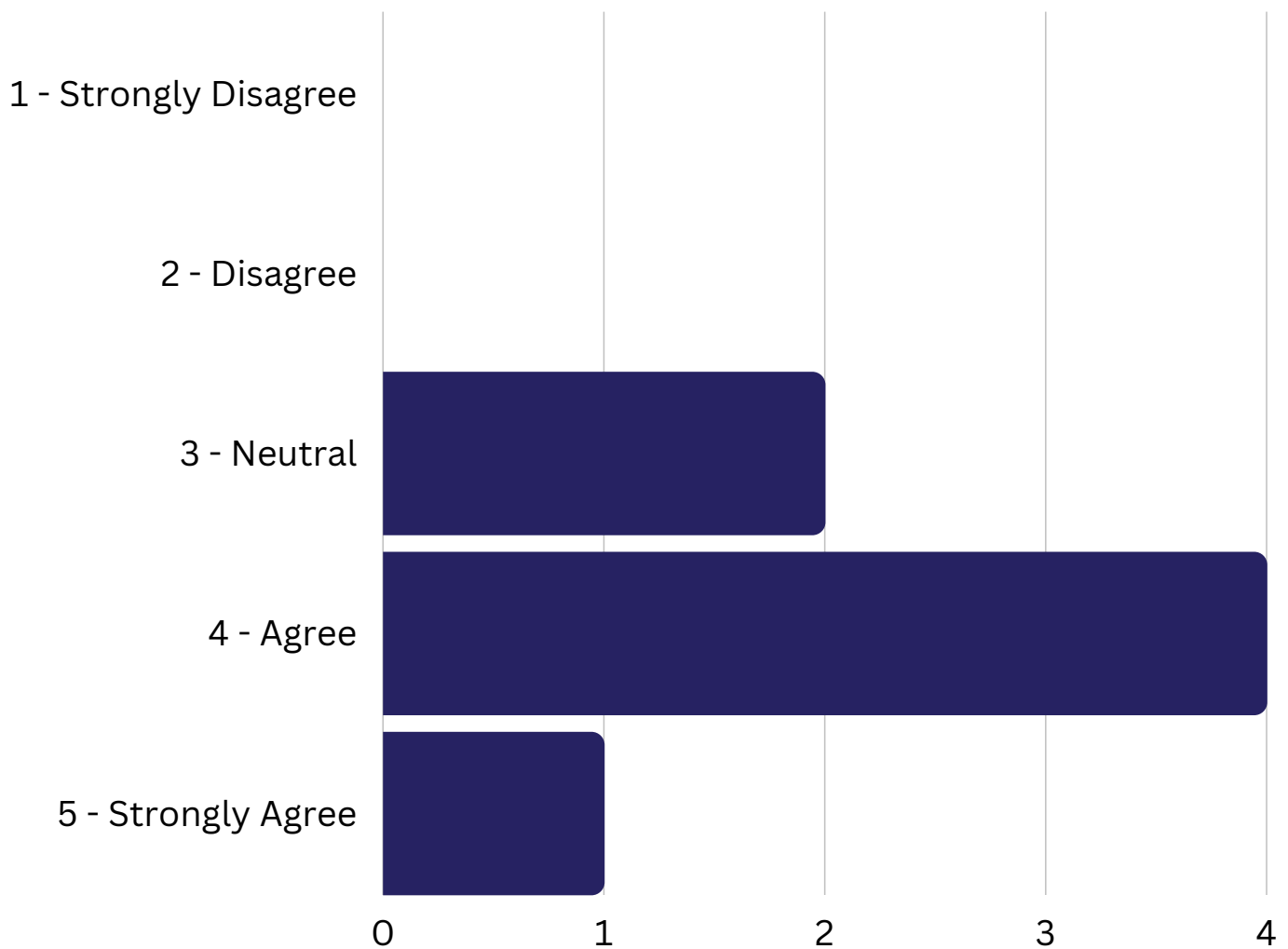
When the leader consistently expresses genuine gratitude and appreciation for the team's efforts, it boosts morale and creates a positive work environment. It makes team members feel valued, recognized, and motivated to continue working hard. This positive reinforcement fosters a sense of pride and loyalty within the team, leading to increased job satisfaction and productivity.

When the leader fails to express gratitude and appreciation, team morale and motivation can suffer. The absence of recognition can leave team members feeling demotivated and undervalued. This lack of appreciation may lead to a decrease in morale, a decline in productivity, and even increased turnover. Team members who do not feel appreciated are less likely to go the extra mile and may lose their motivation to contribute their best effort.

Genuine expressions of gratitude uplift team members, fostering a positive work environment and inspiring greater productivity. Conversely, the absence of appreciation can result in decreased morale and motivation, negatively affecting team dynamics and overall performance.

# GRATITUDE AS A LEADERSHIP VALUE

Do you perceive the leader's gratitude as an essential aspect of their leadership?



## COMMENTS ON GRATITUDE AS A LEADERSHIP VALUE

Elaborate on your answer to:

*"Do you perceive the leader's gratitude as an essential aspect of their leadership?"*

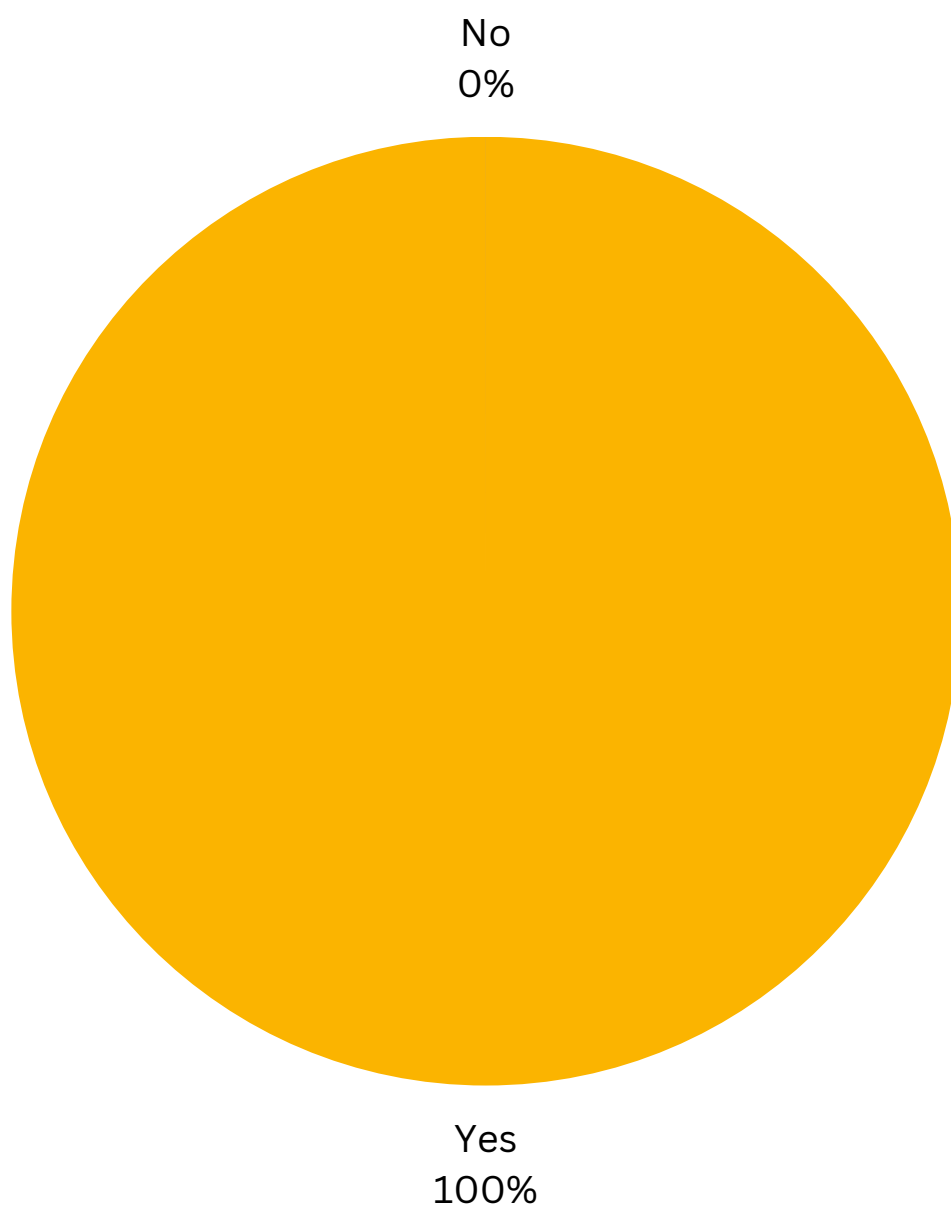
While our leader does express gratitude to some extent, it doesn't always come across as a central pillar of their leadership style. Gratitude plays a crucial role in leadership as it fosters a positive work environment, boosts morale, and strengthens the bond between the leader and the team. When a leader consistently demonstrates gratitude, it shows that they value and appreciate the efforts of their team members, leading to increased motivation and productivity. It also helps create a sense of trust and loyalty within the team, as team members feel acknowledged and recognized for their contributions.

Our leader goes beyond mere words and takes action to demonstrate their gratitude. They provide opportunities for professional growth, acknowledge achievements, and advocate for our well-being. This holistic approach to gratitude creates a supportive and motivating work environment, empowering us to strive for excellence and collaborate effectively.

Our leader consistently demonstrates an unwavering sense of gratitude and appreciation, which profoundly influences our work environment and team dynamics in the most positive way. Our leader fully understands this and makes it an integral part of their leadership style. They consistently express genuine gratitude and appreciation towards each team member, whether it's publicly recognizing our achievements during team meetings or privately acknowledging our efforts in one-on-one conversations. This consistent practice creates an atmosphere of positivity, where everyone feels valued and motivated to excel in their work.

# ENCOURAGEMENT OF GRATITUDE AMONG TEAM MEMBERS

Does the leader encourage team members to express gratitude towards one another?



# COMMENTS ON ENCOURAGEMENT OF GRATITUDE AMONG TEAM MEMBERS

Elaborate on your answer to:  
*"Does the leader encourage team members to  
express gratitude towards one another?"*

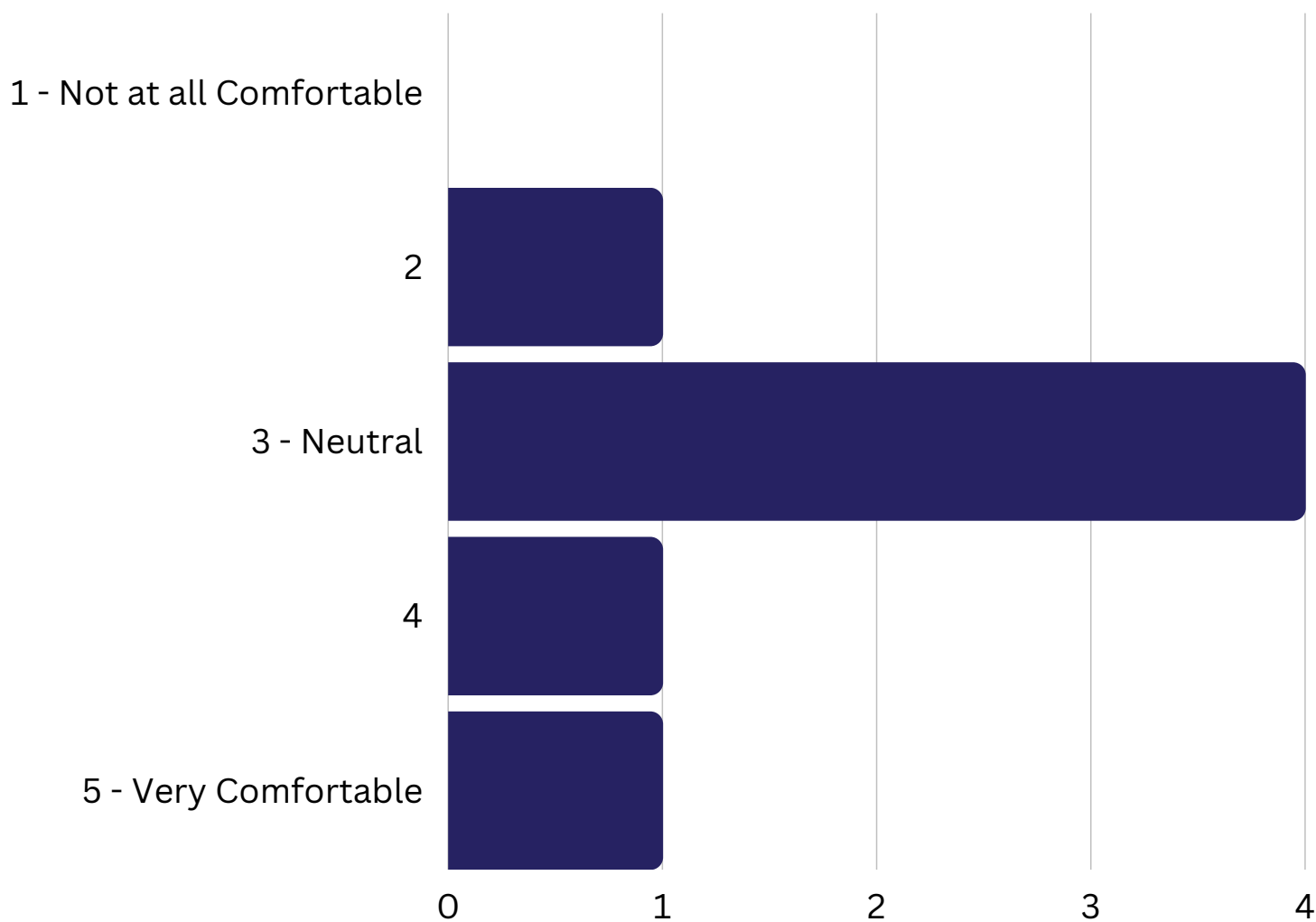
Yes, our leader actively encourages team members to express gratitude towards one another. They understand the importance of fostering a culture of appreciation and recognition within the team. Our leader frequently emphasizes the value of acknowledging and appreciating the efforts of our colleagues. They encourage us to express our gratitude openly, whether it's through verbal appreciation, written messages, or small acts of kindness. By promoting a culture of gratitude, our leader cultivates a supportive and collaborative work environment where team members feel valued and motivated to support one another.

Absolutely, our leader places great emphasis on encouraging team members to express gratitude towards one another. They recognize that gratitude is not limited to leadership alone but can be a powerful tool among peers. Our leader regularly organizes team-building activities and discussions that revolve around recognizing and appreciating each other's contributions. They provide platforms and opportunities for team members to express their gratitude, whether it's through team meetings, dedicated appreciation events, or online platforms. This encouragement to express gratitude fosters a positive team dynamic, strengthens relationships, and enhances overall team morale.

They understand that fostering a sense of appreciation and recognition within the team contributes to a positive work environment. Our leader leads by example and often initiates gratitude exercises or challenges where we share our appreciation for specific actions or achievements of our fellow team members. They provide guidance and resources on effective ways to express gratitude, such as offering constructive feedback, recognizing strengths, and celebrating milestones. By creating a culture of gratitude, our leader cultivates a supportive and collaborative team where each member feels valued and motivated to recognize and support the contributions of their peers.

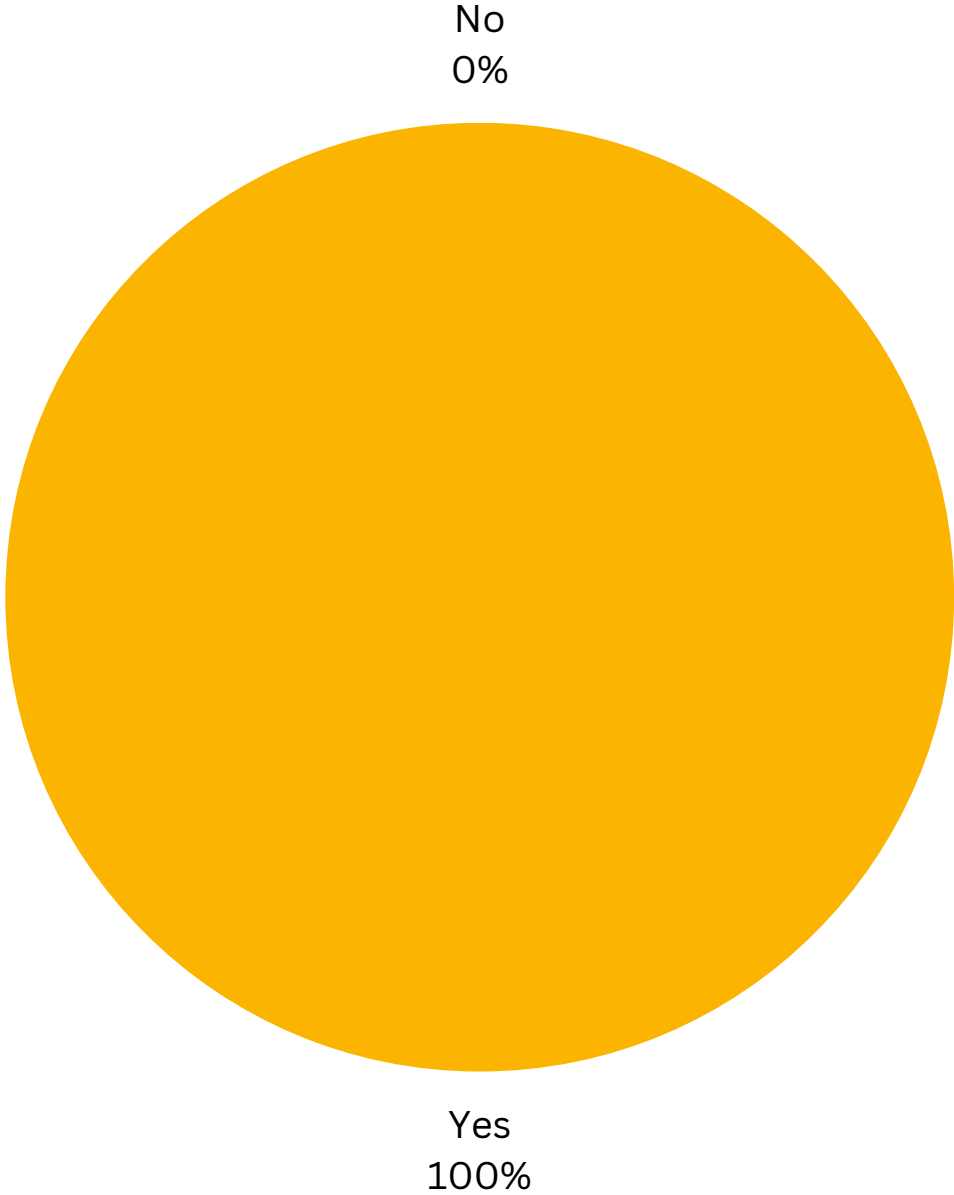
# COMFORT RECEIVING GRATITUDE

How comfortable is the leader at receiving gratitude when expressed to them?



# PERCEIVED LEVEL OF APPRECIATION

In general, do you feel appreciated by this leader?





# COMMENTS ON PERCEIVED LEVEL OF APPRECIATION

Elaborate on your answer to:

*"In general, do you feel appreciated by this leader?"*

Yes, I definitely feel appreciated by this leader. They consistently express their gratitude and appreciation for my work and contributions. Whether it's through verbal praise during team meetings, written messages of appreciation, or even small tokens of recognition, they make an effort to acknowledge my efforts and make me feel valued. This consistent display of appreciation creates a positive and motivating work environment where I feel recognized and motivated to continue giving my best.

Absolutely, I feel genuinely appreciated by this leader. They make it a point to regularly express their gratitude and recognition for my work. They take the time to provide specific feedback on my accomplishments, highlighting the impact of my contributions. This personalized approach to appreciation makes me feel seen and valued as an individual team member. Their appreciation goes beyond words, as they also provide opportunities for growth, support my professional development, and trust me with important responsibilities. All of these actions contribute to a strong sense of appreciation and validation, making me feel truly valued as a member of the team.

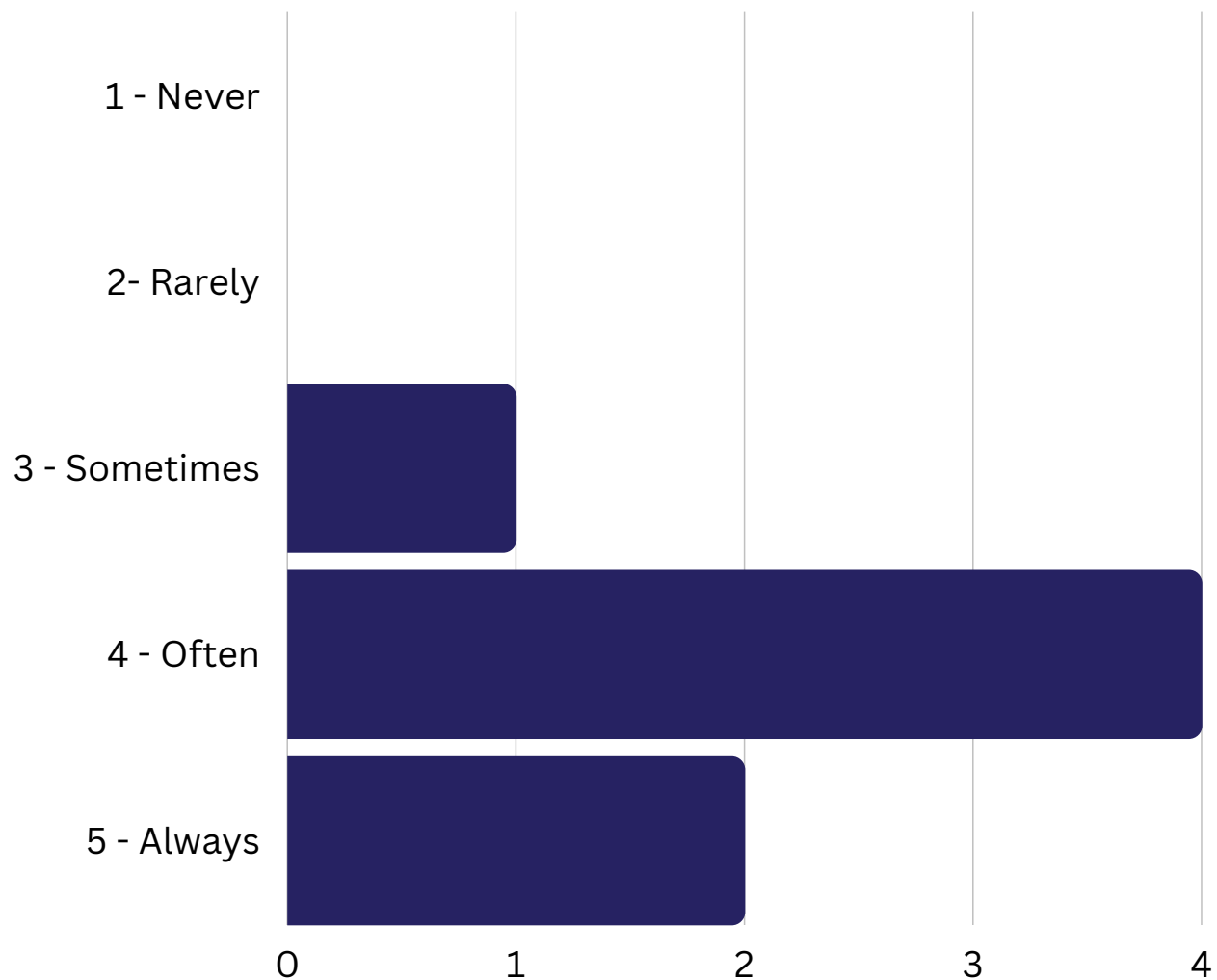
Yes, without a doubt, I feel highly appreciated by this leader. They have a natural ability to show genuine gratitude and make me feel valued for my work. They take the time to listen and understand my perspective, providing constructive feedback and recognizing my achievements. Their appreciation extends to the entire team, fostering a positive and collaborative work environment. Additionally, they actively seek opportunities to celebrate our successes and publicly acknowledge our contributions. This consistent display of appreciation makes me feel motivated, engaged, and proud to be part of this team led by such an appreciative leader.



# DIRECT REPORT ASSESSMENT

# FREQUENCY OF GRATITUDE

In your personal experience, how often does the leader express gratitude or appreciation towards others?



# COMMENTS ON FREQUENCY OF GRATITUDE

Elaborate on your answer to:

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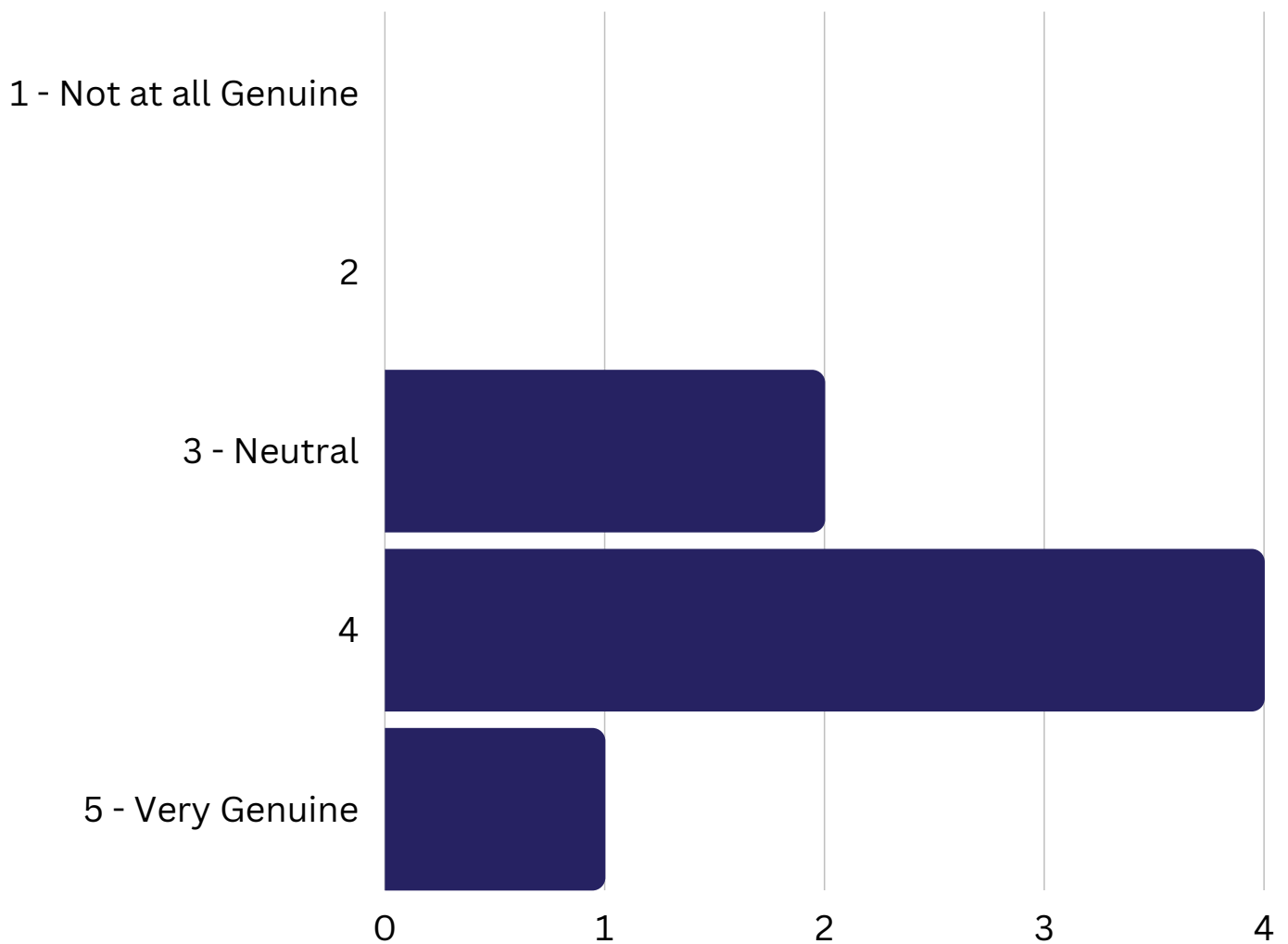
While our leader does show some signs of expressing gratitude or appreciation, I feel that there is room for improvement in this area. There have been instances where our leader has expressed appreciation for a job well done or acknowledged individual achievements during team meetings. However, these instances are not as frequent as I would hope for. There are times when the efforts and contributions of team members go unnoticed or unrecognized, which can be demotivating.

Our leader consistently demonstrates a genuine appreciation for the efforts and contributions of the team. Our leader understands the importance of expressing gratitude and regularly takes the time to acknowledge the hard work and achievements of team members. During team meetings, they often highlight individual and team accomplishments, expressing their gratitude and recognizing the efforts that went into achieving success. This recognition creates a positive and motivating atmosphere within the team.

Our leader consistently goes above and beyond in expressing gratitude and appreciation towards team members. Our leader understands the importance of recognizing and valuing the efforts of the team. They make it a point to express appreciation on a regular basis, whether it's during team meetings, individual conversations, or through written messages. They never miss an opportunity to acknowledge the hard work and achievements of team members, and their genuine gratitude shines through in their words and actions.

# SINCERITY OF GRATITUDE

How genuine does the leader's gratitude and appreciation feel to you?



# COMMENTS ON SINCERITY OF GRATITUDE

Elaborate on your answer to:

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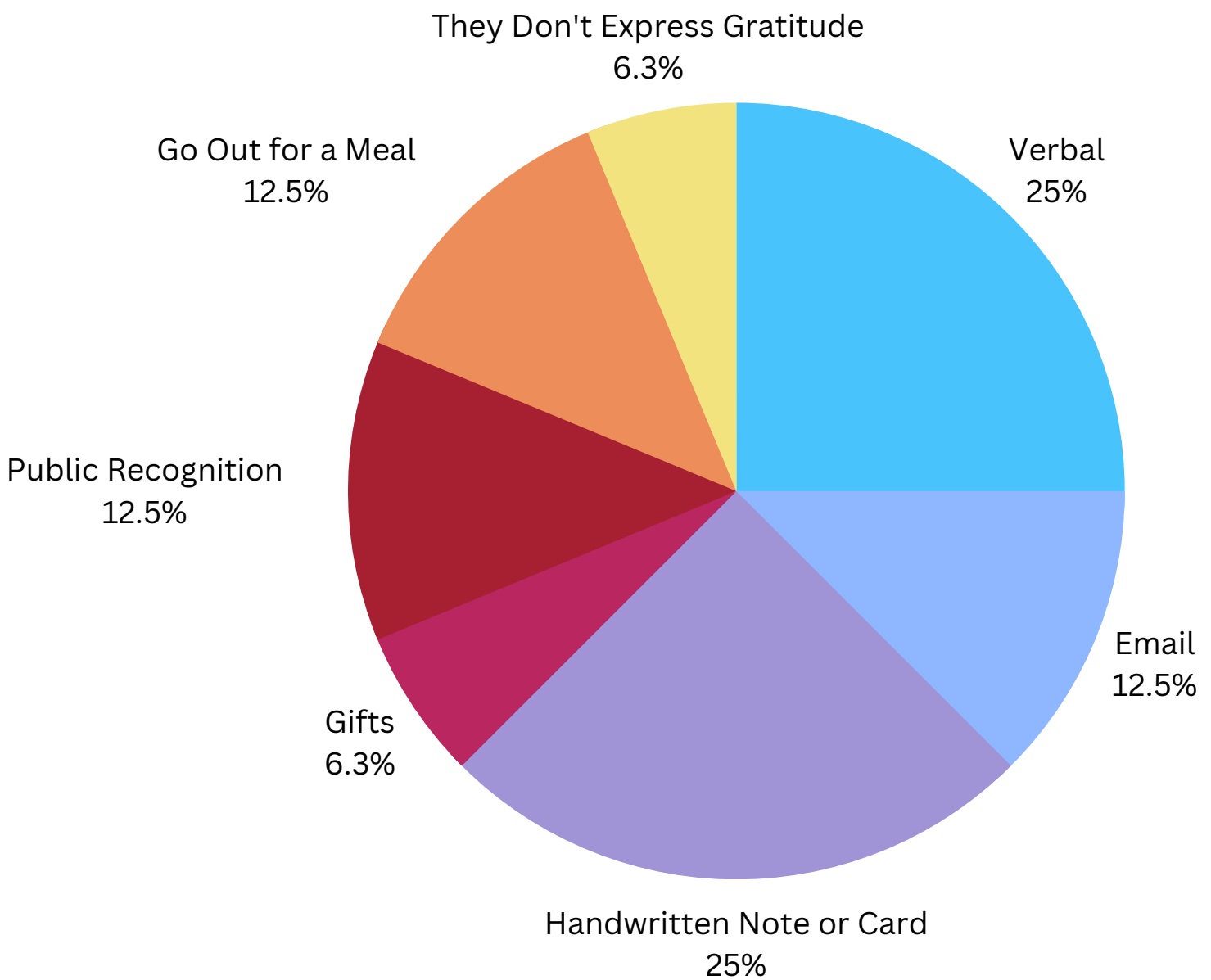
While our leader does express gratitude and appreciation towards others, there are times when it feels somewhat superficial or forced. There are instances when our leader's expressions of gratitude and appreciation feel sincere and heartfelt. They take the time to provide specific feedback, highlighting the contributions and efforts of team members. In these moments, it is evident that our leader genuinely values and recognizes the hard work we put in.

Overall, our leader's expressions of gratitude and appreciation feel sincere and authentic. When our leader expresses gratitude, it comes across as genuine and heartfelt. They take the time to provide specific feedback, highlighting the contributions and efforts of individuals or the team as a whole. It is evident that our leader understands and values the hard work we put in, and their appreciation feels authentic.

Our leader's expressions of gratitude consistently feel sincere, authentic, and deeply heartfelt. When our leader expresses gratitude and appreciation, it is evident that they genuinely value and recognize the efforts of the team. Their appreciation goes beyond just words; it is reflected in their actions and interactions with us. They take the time to listen actively, understand our contributions, and provide specific feedback that demonstrates their genuine appreciation.

# METHODS OF COMMUNICATION

In what ways does the leader communicate gratitude (e.g. verbal, written, actions)?



# COMMENTS ON METHODS OF COMMUNICATION

Elaborate on your answer to:

*"In what ways does the leader communicate gratitude (e.g. verbal, written, actions)?"*

Our leader communicates gratitude in various ways, incorporating both verbal and written expressions, as well as through their actions. Verbally, they often express their appreciation during team meetings, acknowledging the efforts and achievements of individuals or the entire team. Their words of thanks and recognition create a positive and motivating atmosphere.

Written communication is another avenue our leader employs to convey gratitude. They often send emails or written messages, customized to each team member, expressing their thanks and recognizing specific contributions. These written expressions of gratitude are tangible reminders of our value and serve as encouragement to keep excelling.

Our leader understands the importance of communicating gratitude in various ways and utilizes a combination of verbal, written, and action-based approaches. Verbal expressions of gratitude are frequently shared during team meetings, where our leader takes the time to publicly acknowledge and appreciate the contributions of team members. These verbal affirmations create a positive and encouraging environment.



# PERSONALIZED RECOGNITION

Can you recall any specific instances where the leader personalized their appreciation?



# COMMENTS ON PERSONALIZED RECOGNITION

Elaborate on your answer to:

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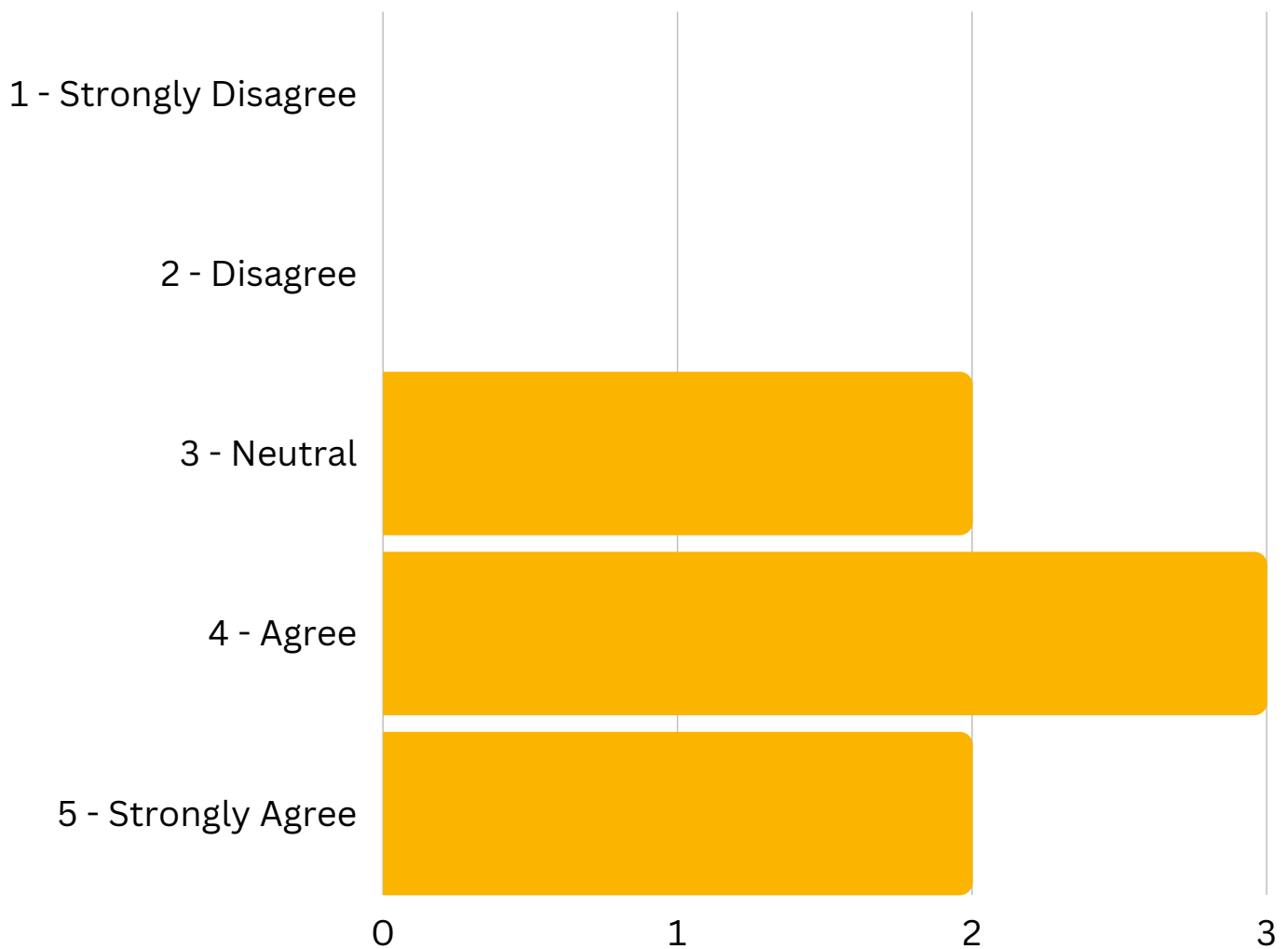
Yes, I can recall a specific instance where our leader personalized their appreciation. During a team meeting, our leader took the time to individually recognize each team member's contributions to a successful project. They went beyond generic praise and specifically highlighted the unique strengths and efforts of each person. It was evident that our leader had taken the time to understand our individual roles and contributions, making the appreciation feel personal and meaningful. This personalized approach to expressing gratitude made us feel valued and motivated to continue giving our best.

Absolutely! I can recall a specific instance where our leader went above and beyond to personalize their appreciation. It was during our team's annual recognition event, where our leader presented awards and accolades. Instead of simply reading off a script, our leader took the time to share personal anecdotes and stories about each team member's accomplishments. They highlighted the specific challenges we overcame and the impact our work had on the organization. This personalized approach to expressing gratitude made us feel seen and appreciated for our unique contributions. It was a truly memorable and special moment that further solidified our admiration for our leader.

No, I cannot recall any specific instances where our leader personalized their appreciation. While our leader does express gratitude and appreciation, it often feels more generalized and less personalized to individual team members. Their expressions of appreciation tend to be more focused on the overall team's achievements rather than recognizing individual contributions.

# INCLUSIVE GRATITUDE

Does the leader show gratitude and appreciation to everyone on the team?



## COMMENTS ON INCLUSIVE GRATITUDE

Elaborate on your answer to:

*"Does the leader show gratitude and appreciation to everyone on the team?"*

While our leader does make an effort to express gratitude, it doesn't always extend to every team member equally. There are instances where our leader's expressions of gratitude and appreciation seem to be more focused on a select few individuals or specific departments. These individuals or departments may receive more recognition and appreciation, while others might feel left out or undervalued.

Our leader generally makes a genuine effort to express gratitude and appreciation to all team members. Our leader recognizes the importance of acknowledging individual contributions and regularly expresses gratitude during team meetings or through written messages. They make an effort to highlight the efforts and achievements of each team member, ensuring that everyone feels valued and recognized for their contributions.

Our leader consistently goes above and beyond to ensure that every team member feels valued and appreciated for their contributions. One of the remarkable qualities of our leader is their ability to express gratitude verbally. Whether it's during team meetings or one-on-one interactions, our leader takes the time to acknowledge each team member's efforts and achievements. They sincerely express their gratitude, highlighting the specific ways in which individuals have positively impacted the team's success. This consistent recognition leaves no doubt that our leader appreciates and values the contributions of every single team member.

# IMPACT OF GRATITUDE

In what way(s) does the leader's gratitude and appreciation, or lack thereof, impact team morale and motivation?

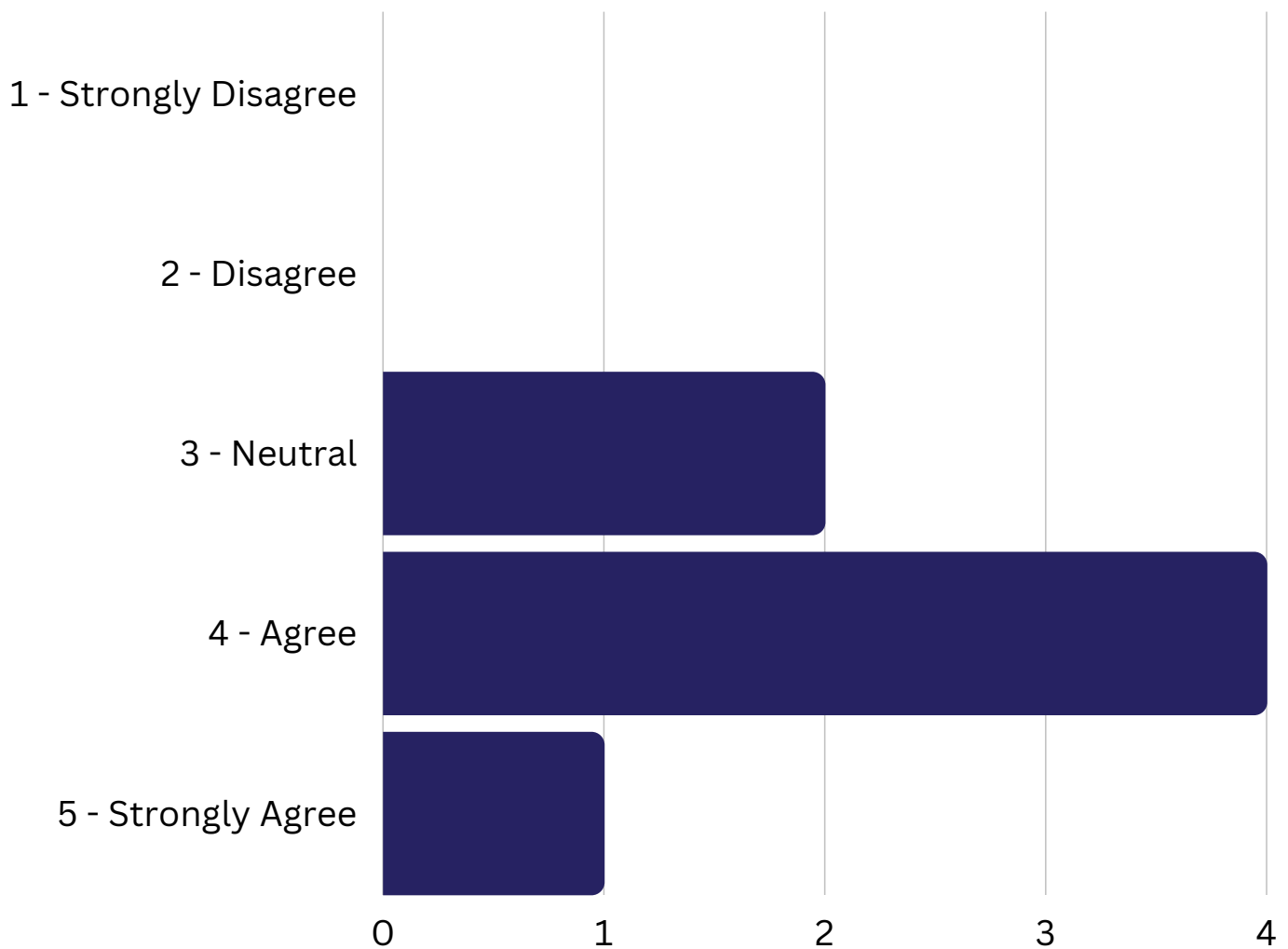
When the leader consistently expresses genuine gratitude and appreciation for the team's efforts, it boosts morale and creates a positive work environment. It makes team members feel valued, recognized, and motivated to continue working hard. This positive reinforcement fosters a sense of pride and loyalty within the team, leading to increased job satisfaction and productivity.

When the leader fails to express gratitude and appreciation, team morale and motivation can suffer. The absence of recognition can leave team members feeling demotivated and undervalued. This lack of appreciation may lead to a decrease in morale, a decline in productivity, and even increased turnover. Team members who do not feel appreciated are less likely to go the extra mile and may lose their motivation to contribute their best effort.

Genuine expressions of gratitude uplift team members, fostering a positive work environment and inspiring greater productivity. Conversely, the absence of appreciation can result in decreased morale and motivation, negatively affecting team dynamics and overall performance.

# GRATITUDE AS A LEADERSHIP VALUE

Do you perceive the leader's gratitude as an essential aspect of their leadership?



## COMMENTS ON GRATITUDE AS A LEADERSHIP VALUE

Elaborate on your answer to:

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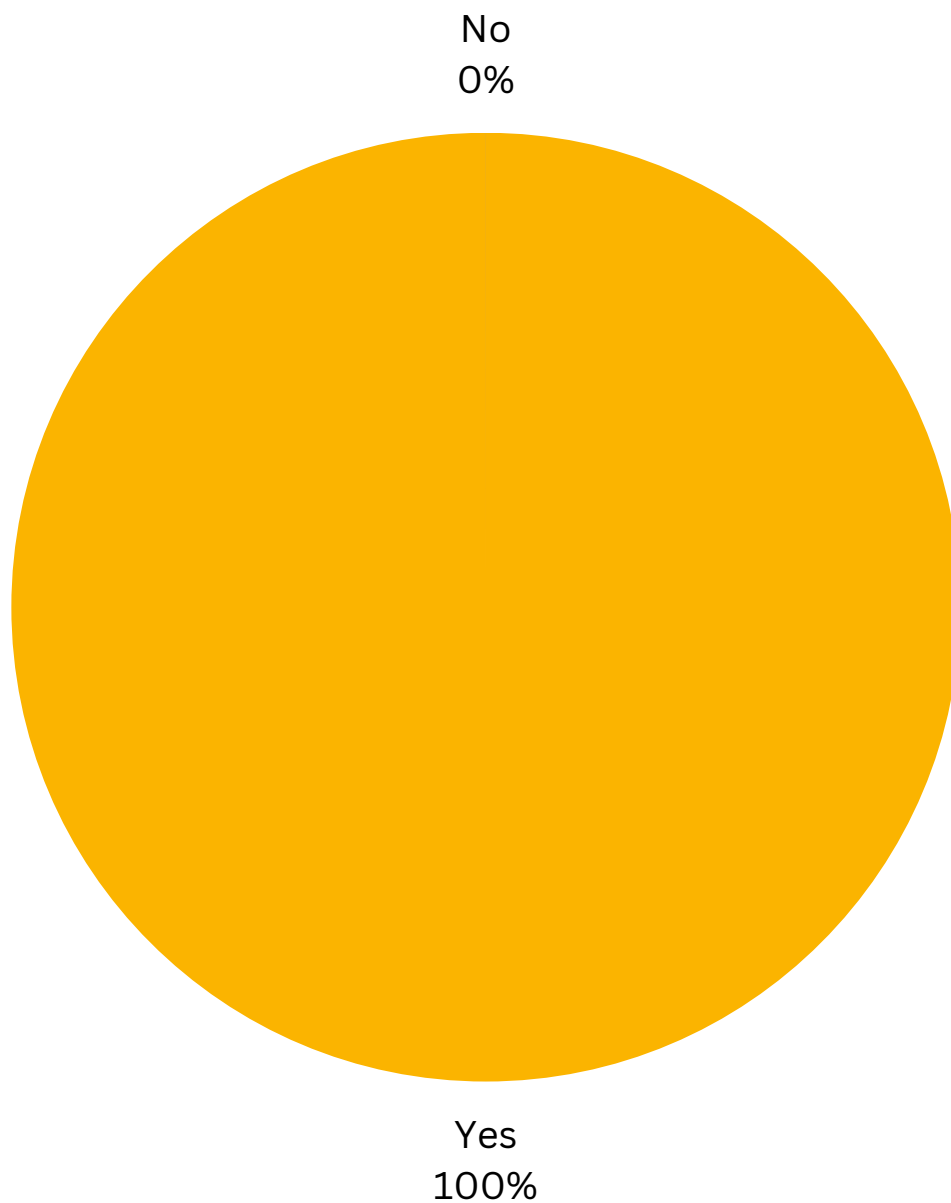
While our leader does express gratitude to some extent, it doesn't always come across as a central pillar of their leadership style. Gratitude plays a crucial role in leadership as it fosters a positive work environment, boosts morale, and strengthens the bond between the leader and the team. When a leader consistently demonstrates gratitude, it shows that they value and appreciate the efforts of their team members, leading to increased motivation and productivity. It also helps create a sense of trust and loyalty within the team, as team members feel acknowledged and recognized for their contributions.

Our leader goes beyond mere words and takes action to demonstrate their gratitude. They provide opportunities for professional growth, acknowledge achievements, and advocate for our well-being. This holistic approach to gratitude creates a supportive and motivating work environment, empowering us to strive for excellence and collaborate effectively.

Our leader consistently demonstrates an unwavering sense of gratitude and appreciation, which profoundly influences our work environment and team dynamics in the most positive way. Our leader fully understands this and makes it an integral part of their leadership style. They consistently express genuine gratitude and appreciation towards each team member, whether it's publicly recognizing our achievements during team meetings or privately acknowledging our efforts in one-on-one conversations. This consistent practice creates an atmosphere of positivity, where everyone feels valued and motivated to excel in their work.

# ENCOURAGEMENT OF GRATITUDE AMONG TEAM MEMBERS

Does the leader encourage team members to express gratitude towards one another?





# COMMENTS ON ENCOURAGEMENT OF GRATITUDE AMONG TEAM MEMBERS

Elaborate on your answer to:

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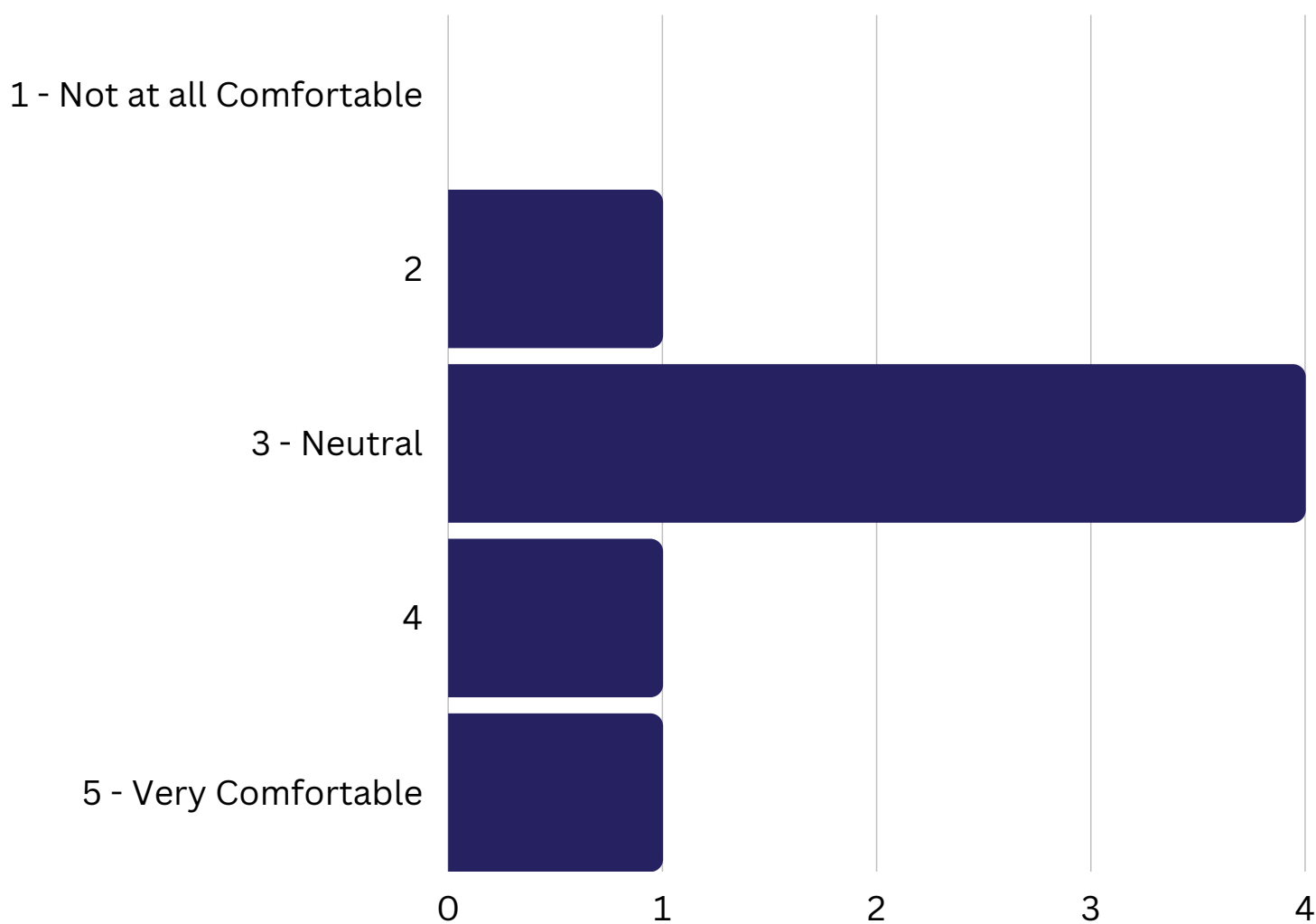
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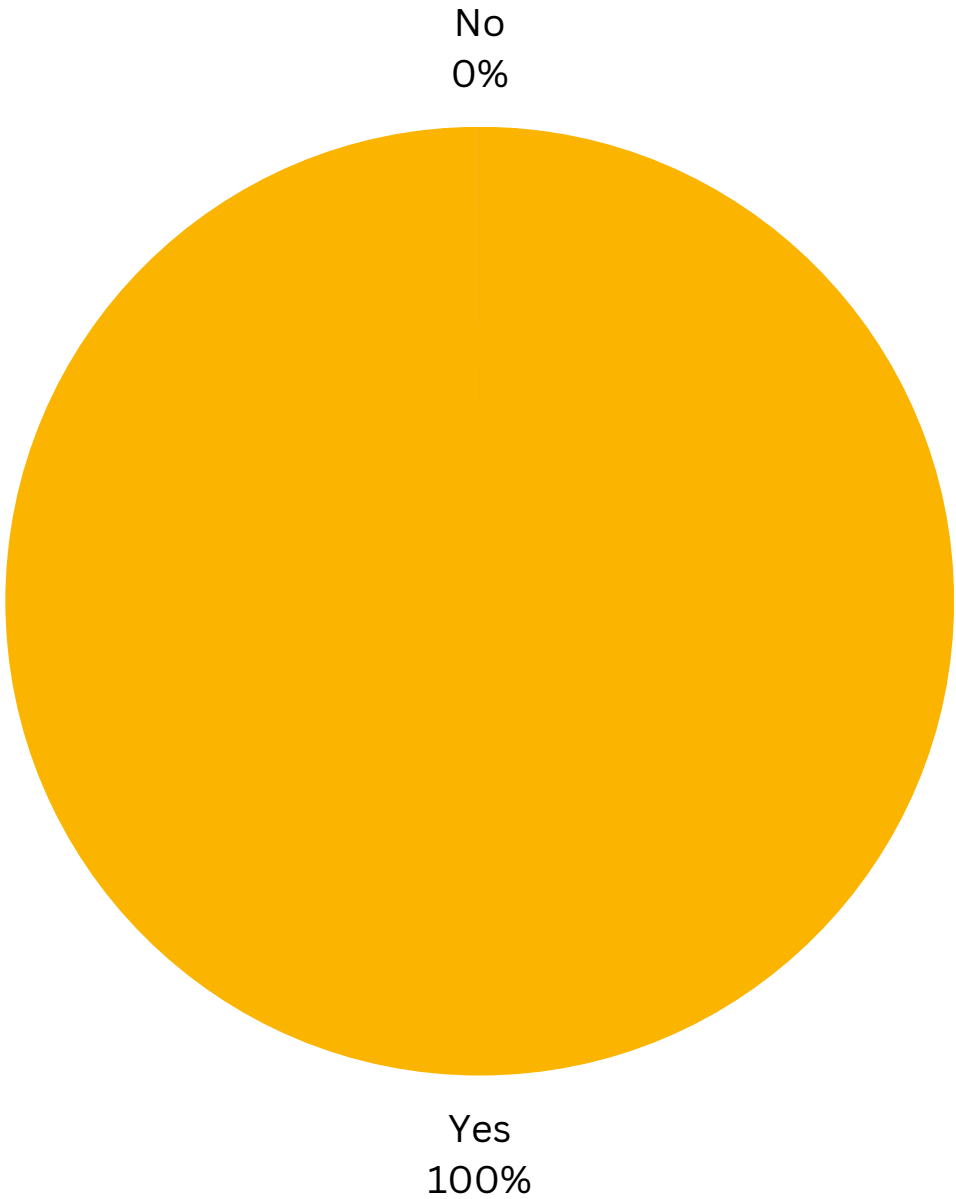
# COMFORT RECEIVING GRATITUDE

How comfortable is the leader at receiving gratitude when expressed to them?



# PERCEIVED LEVEL OF APPRECIATION

In general, do you feel appreciated by this leader?



# COMMENTS ON PERCEIVED LEVEL OF APPRECIATION

Elaborate on your answer to:

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Yes, I definitely feel appreciated by this leader. They consistently express their gratitude and appreciation for my work and contributions. Whether it's through verbal praise during team meetings, written messages of appreciation, or even small tokens of recognition, they make an effort to acknowledge my efforts and make me feel valued. This consistent display of appreciation creates a positive and motivating work environment where I feel recognized and motivated to continue giving my best.

Absolutely, I feel genuinely appreciated by this leader. They make it a point to regularly express their gratitude and recognition for my work. They take the time to provide specific feedback on my accomplishments, highlighting the impact of my contributions. This personalized approach to appreciation makes me feel seen and valued as an individual team member. Their appreciation goes beyond words, as they also provide opportunities for growth, support my professional development, and trust me with important responsibilities. All of these actions contribute to a strong sense of appreciation and validation, making me feel truly valued as a member of the team.

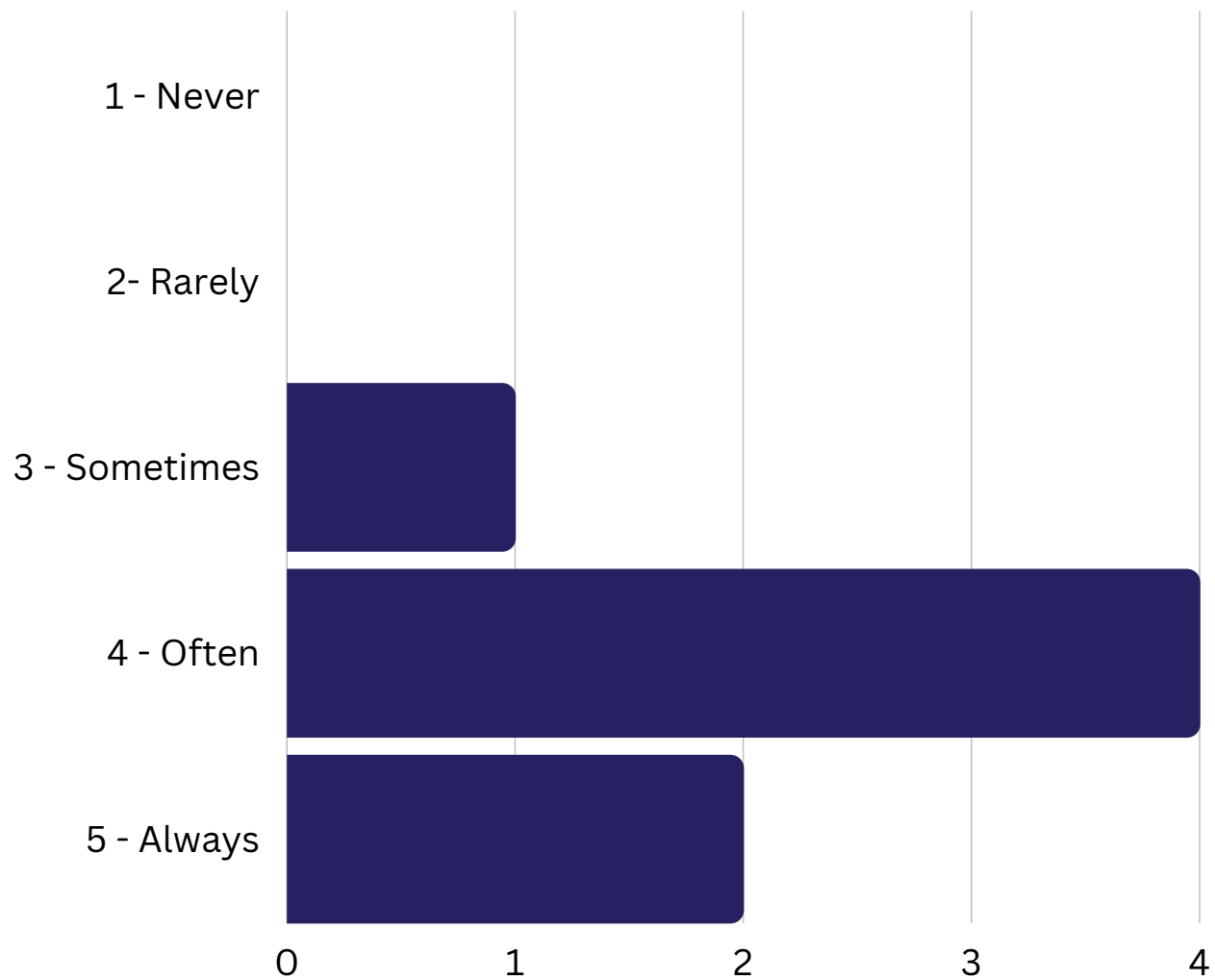
Yes, without a doubt, I feel highly appreciated by this leader. They have a natural ability to show genuine gratitude and make me feel valued for my work. They take the time to listen and understand my perspective, providing constructive feedback and recognizing my achievements. Their appreciation extends to the entire team, fostering a positive and collaborative work environment. Additionally, they actively seek opportunities to celebrate our successes and publicly acknowledge our contributions. This consistent display of appreciation makes me feel motivated, engaged, and proud to be part of this team led by such an appreciative leader.



# INDIRECT REPORT ASSESSMENT

# FREQUENCY OF GRATITUDE

In your personal experience, how often does the leader express gratitude or appreciation towards others?



# COMMENTS ON FREQUENCY OF GRATITUDE

Elaborate on your answer to:

*"In your personal experience, how often does the leader express gratitude or appreciation towards others?"*

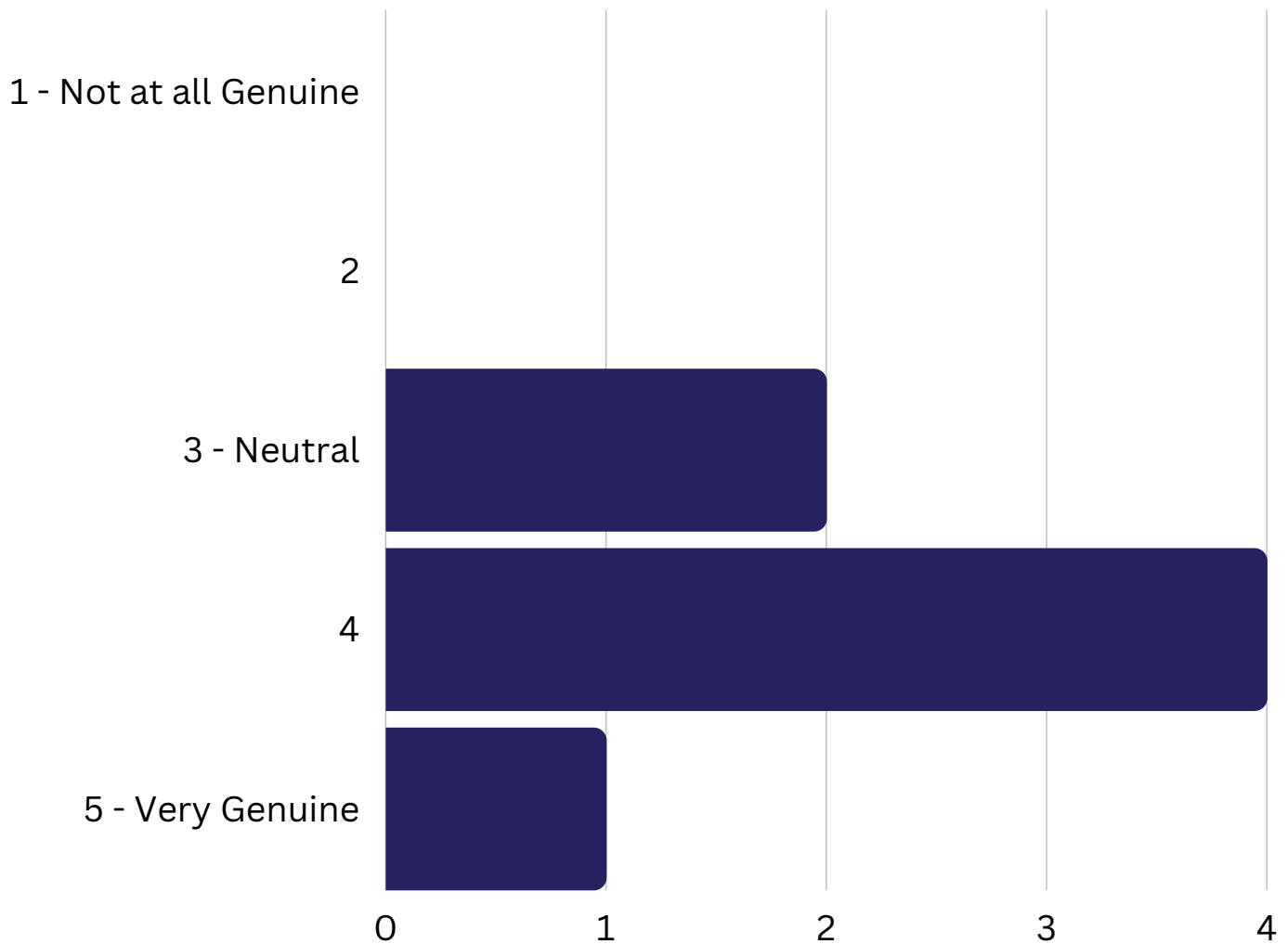
While our leader does show some signs of expressing gratitude or appreciation, I feel that there is room for improvement in this area. There have been instances where our leader has expressed appreciation for a job well done or acknowledged individual achievements during team meetings. However, these instances are not as frequent as I would hope for. There are times when the efforts and contributions of team members go unnoticed or unrecognized, which can be demotivating.

Our leader consistently demonstrates a genuine appreciation for the efforts and contributions of the team. Our leader understands the importance of expressing gratitude and regularly takes the time to acknowledge the hard work and achievements of team members. During team meetings, they often highlight individual and team accomplishments, expressing their gratitude and recognizing the efforts that went into achieving success. This recognition creates a positive and motivating atmosphere within the team.

Our leader consistently goes above and beyond in expressing gratitude and appreciation towards team members. Our leader understands the importance of recognizing and valuing the efforts of the team. They make it a point to express appreciation on a regular basis, whether it's during team meetings, individual conversations, or through written messages. They never miss an opportunity to acknowledge the hard work and achievements of team members, and their genuine gratitude shines through in their words and actions.

# SINCERITY OF GRATITUDE

How genuine does the leader's gratitude and appreciation feel to you?





# COMMENTS ON SINCERITY OF GRATITUDE

Elaborate on your answer to:

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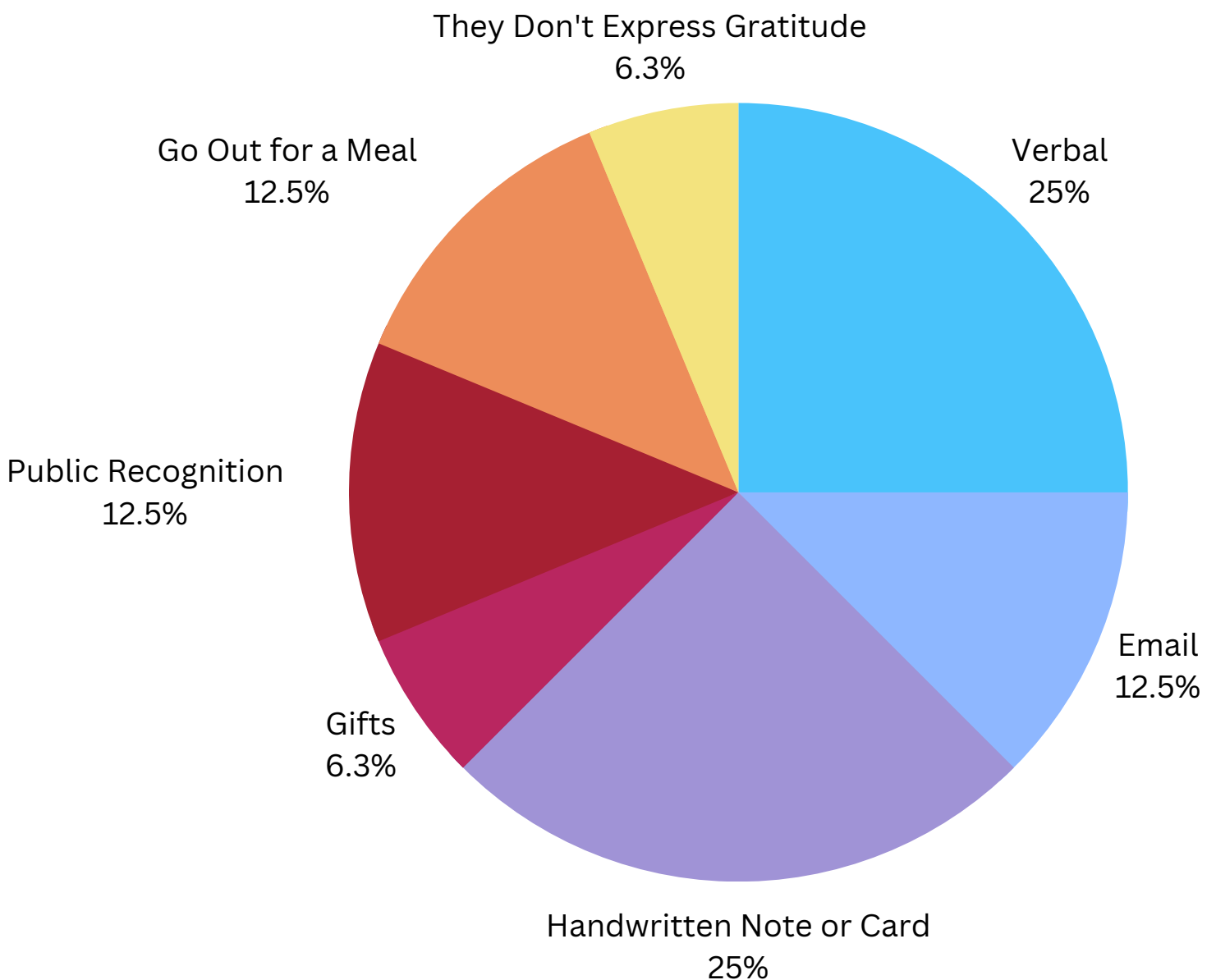
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Overall, our leader's expressions of gratitude and appreciation feel sincere and authentic. When our leader expresses gratitude, it comes across as genuine and heartfelt. They take the time to provide specific feedback, highlighting the contributions and efforts of individuals or the team as a whole. It is evident that our leader understands and values the hard work we put in, and their appreciation feels authentic.

Our leader's expressions of gratitude consistently feel sincere, authentic, and deeply heartfelt. When our leader expresses gratitude and appreciation, it is evident that they genuinely value and recognize the efforts of the team. Their appreciation goes beyond just words; it is reflected in their actions and interactions with us. They take the time to listen actively, understand our contributions, and provide specific feedback that demonstrates their genuine appreciation.

# METHODS OF COMMUNICATION

In what ways does the leader communicate gratitude (e.g. verbal, written, actions)?



# COMMENTS ON METHODS OF COMMUNICATION

Elaborate on your answer to:

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Written communication is another avenue our leader employs to convey gratitude. They often send emails or written messages, customized to each team member, expressing their thanks and recognizing specific contributions. These written expressions of gratitude are tangible reminders of our value and serve as encouragement to keep excelling.

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# PERSONALIZED RECOGNITION

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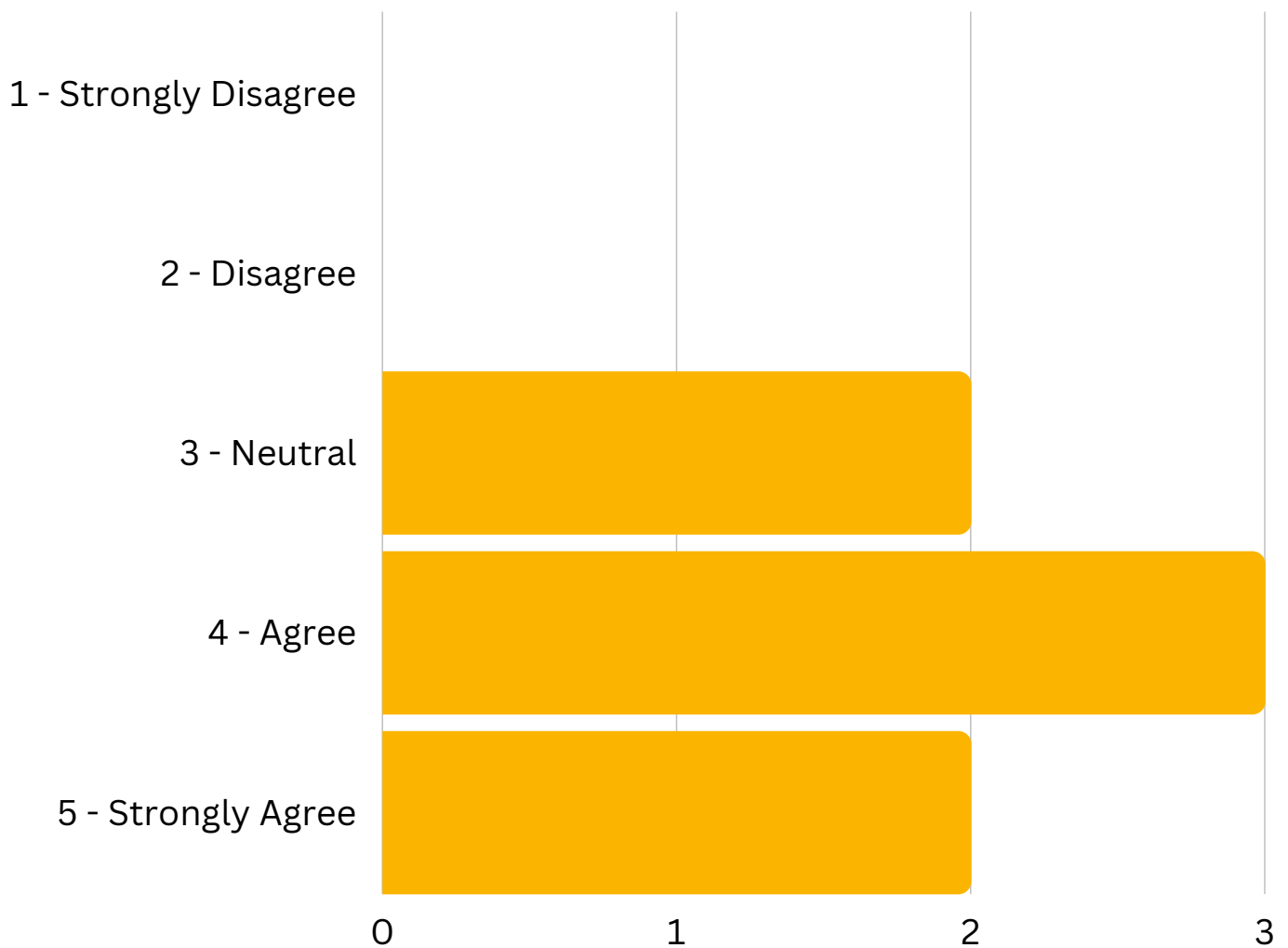
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# INCLUSIVE GRATITUDE

Does the leader show gratitude and appreciation to everyone on the team?



# COMMENTS ON INCLUSIVE GRATITUDE

Elaborate on your answer to:

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# IMPACT OF GRATITUDE

In what way(s) does the leader's gratitude and appreciation, or lack thereof, impact team morale and motivation?

When the leader consistently expresses genuine gratitude and appreciation for the team's efforts, it boosts morale and creates a positive work environment. It makes team members feel valued, recognized, and motivated to continue working hard. This positive reinforcement fosters a sense of pride and loyalty within the team, leading to increased job satisfaction and productivity.

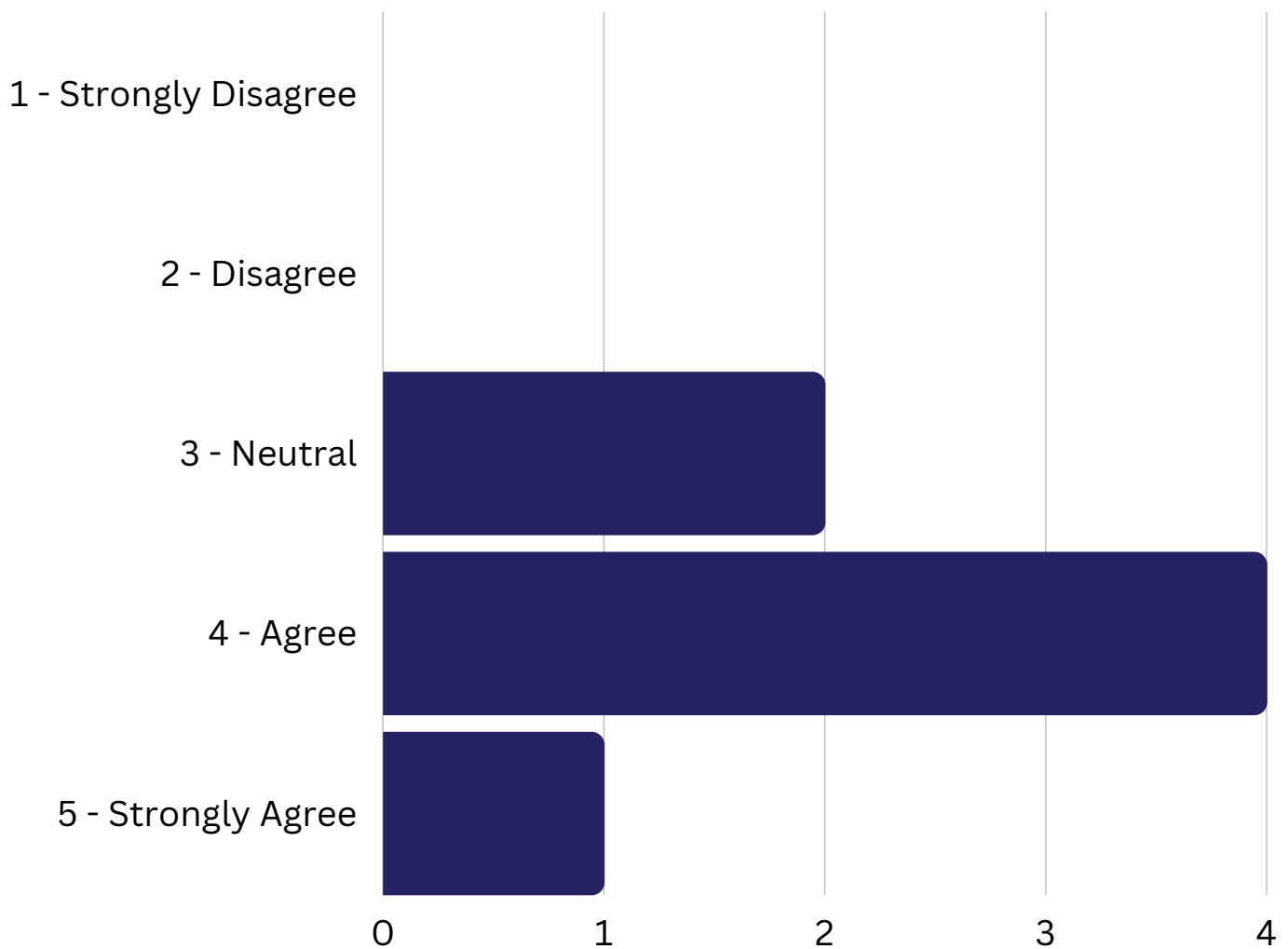
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# GRATITUDE AS A LEADERSHIP VALUE

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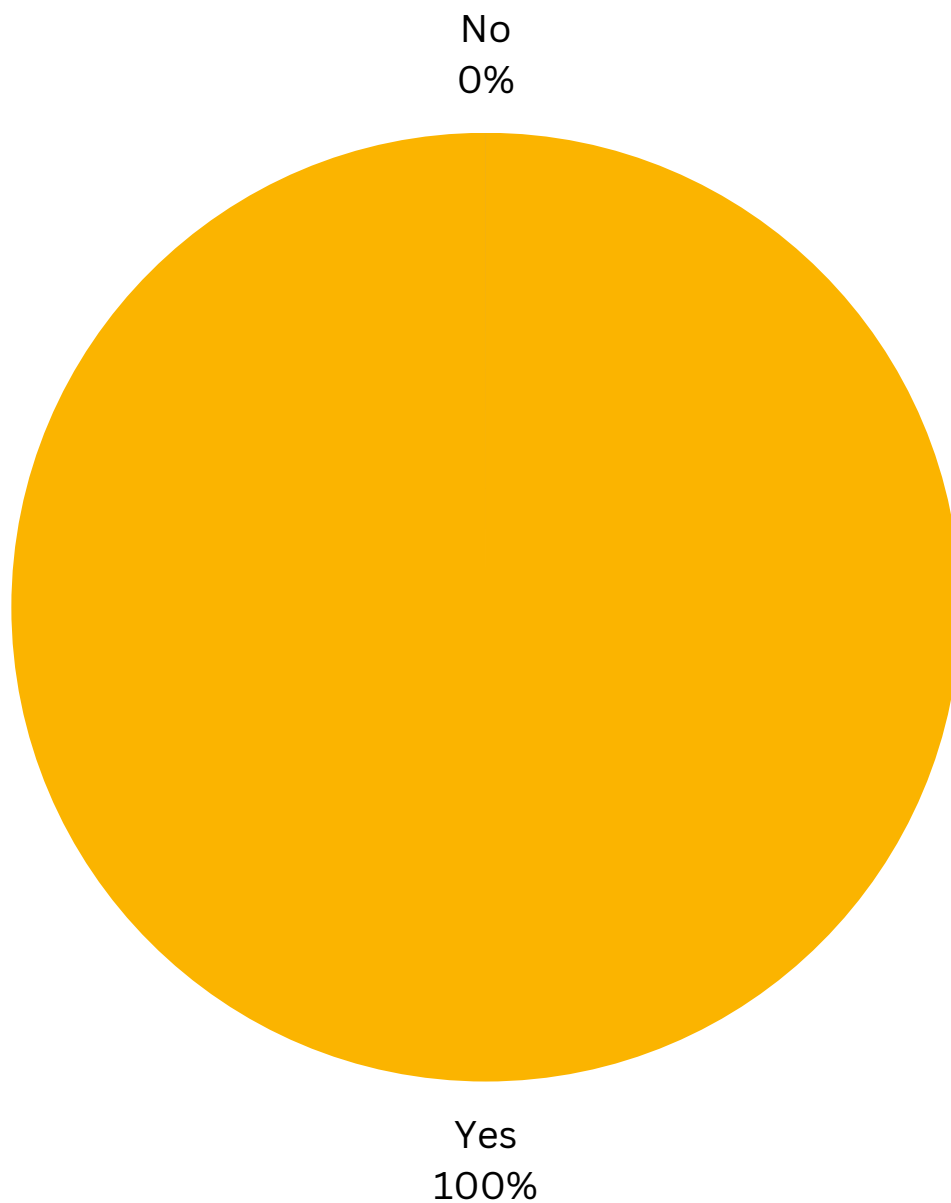
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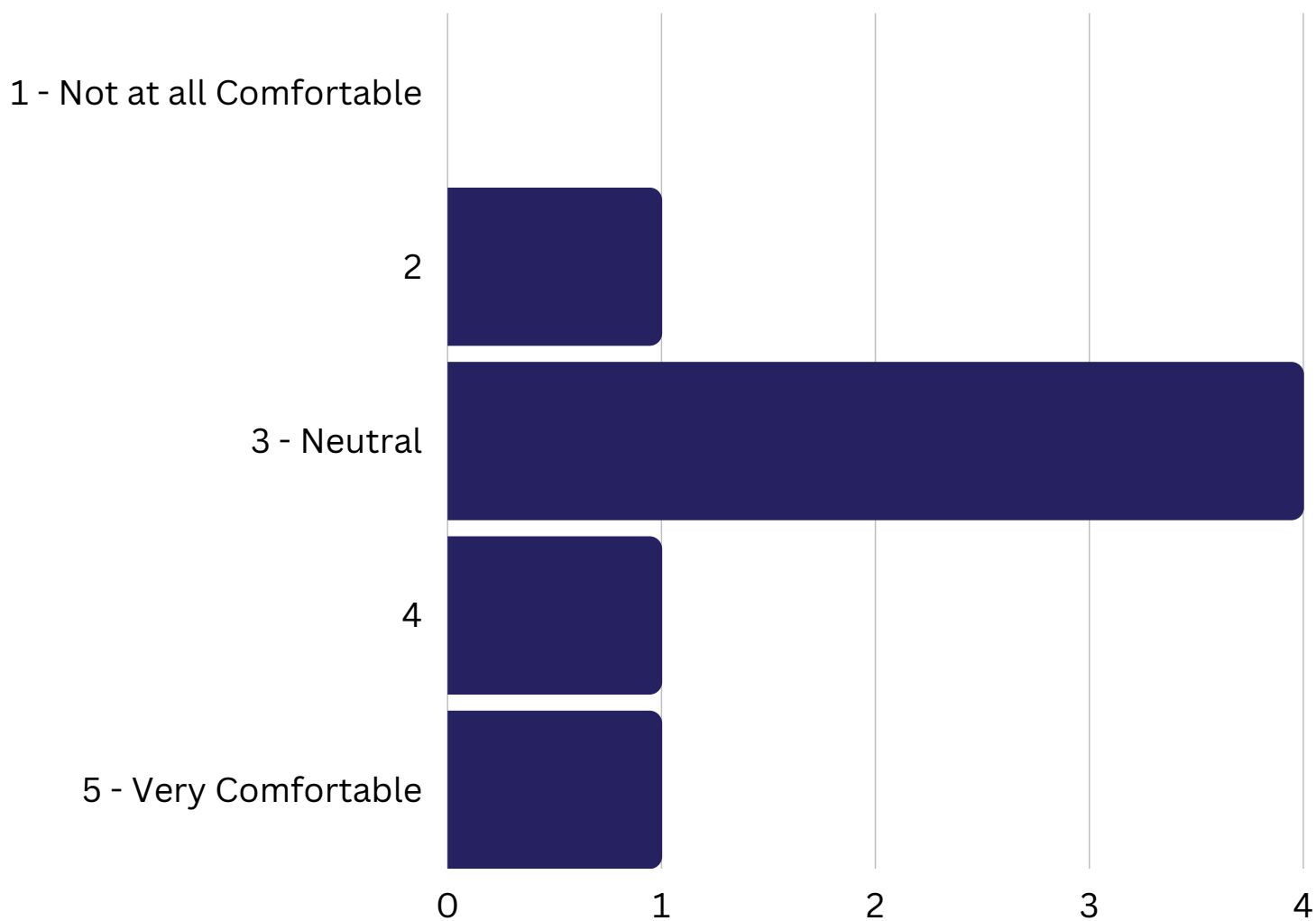
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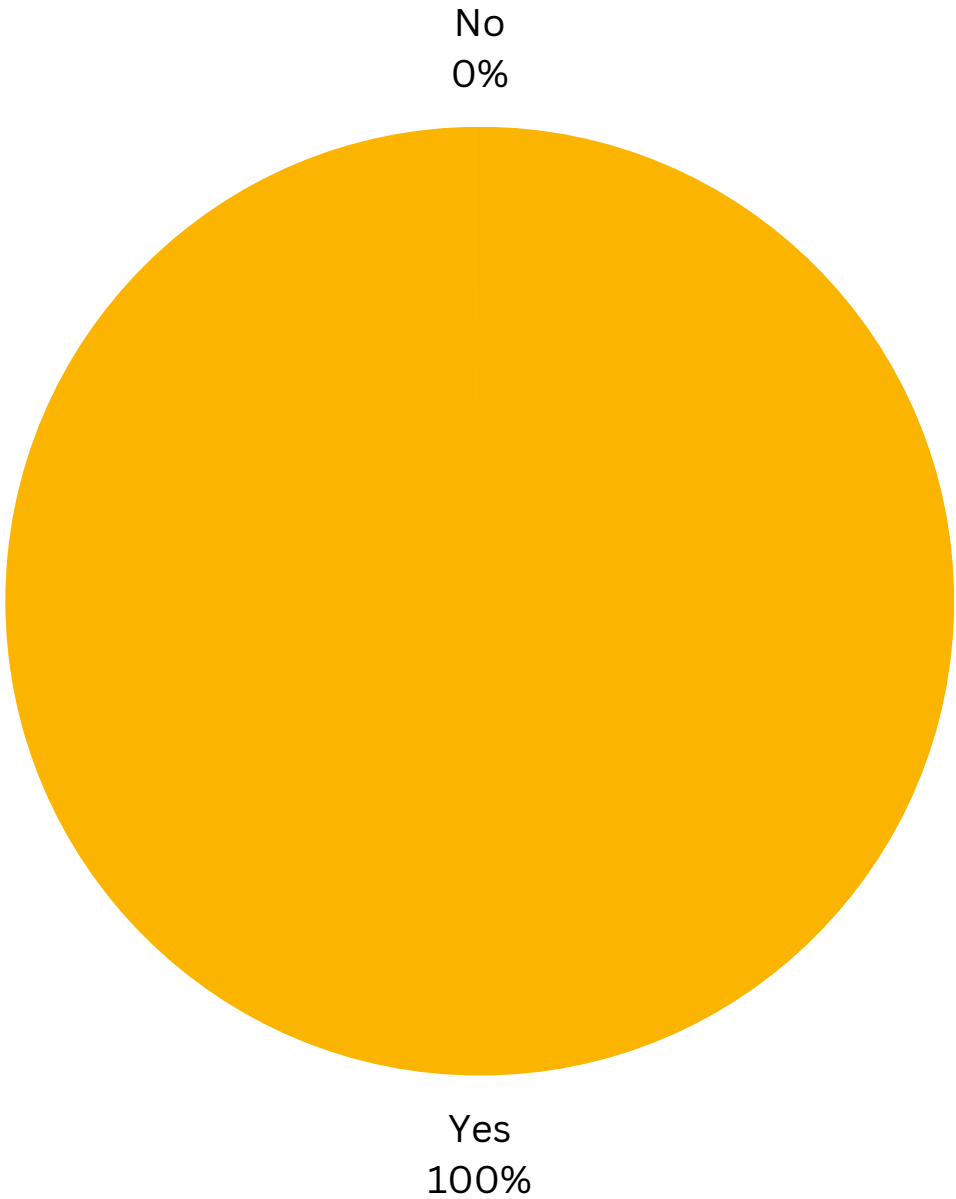
# COMFORT RECEIVING GRATITUDE

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# PERCEIVED LEVEL OF APPRECIATION

In general, do you feel appreciated by this leader?



# COMMENTS ON PERCEIVED LEVEL OF APPRECIATION

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*"In general, do you feel appreciated by this leader?"*

Yes, I definitely feel appreciated by this leader. They consistently express their gratitude and appreciation for my work and contributions. Whether it's through verbal praise during team meetings, written messages of appreciation, or even small tokens of recognition, they make an effort to acknowledge my efforts and make me feel valued. This consistent display of appreciation creates a positive and motivating work environment where I feel recognized and motivated to continue giving my best.

Absolutely, I feel genuinely appreciated by this leader. They make it a point to regularly express their gratitude and recognition for my work. They take the time to provide specific feedback on my accomplishments, highlighting the impact of my contributions. This personalized approach to appreciation makes me feel seen and valued as an individual team member. Their appreciation goes beyond words, as they also provide opportunities for growth, support my professional development, and trust me with important responsibilities. All of these actions contribute to a strong sense of appreciation and validation, making me feel truly valued as a member of the team.

Yes, without a doubt, I feel highly appreciated by this leader. They have a natural ability to show genuine gratitude and make me feel valued for my work. They take the time to listen and understand my perspective, providing constructive feedback and recognizing my achievements. Their appreciation extends to the entire team, fostering a positive and collaborative work environment. Additionally, they actively seek opportunities to celebrate our successes and publicly acknowledge our contributions. This consistent display of appreciation makes me feel motivated, engaged, and proud to be part of this team led by such an appreciative leader.

# NEXT STEPS

As we conclude this report, it's crucial to remember that your voyage towards becoming a more grateful leader isn't at an end - it has only begun.

We invite you to pause...again...now. Take a moment to be grateful for what you've learned and discovered in this report. Celebrate all the good contained in the preceding pages...soak it in. For the elements that stung...that still sting, accept those too...**with grace that also grows in gratitude.**

Commit to a course of action, not reaction!

The insights gleaned from this assessment have illuminated where your strengths lie and where there is room for enhancement in your journey. But recognizing these areas is only the initial part of the process; **the true transformation** comes from the choice to take actionable steps towards growth.

With this in mind, we warmly invite you to continue this enriching journey of mastering the art of gratitude in leadership. We use Dan Pink's definition of mastery — getting better and better at something that truly matters. Gratitude truly matters!

To truly grow in this endeavor, consider scheduling a session with Grateful Leader 360™. Together, we will delve deeper into the survey results, shed light on the areas for improvement, and provide tailored strategies to strengthen your gratitude practices. We invite you join us for a GRATITUDE SHIFT JOURNEY COACHING. It's a series of three 21-day sprints custom-tailored for you to equip and empower you to shift something significant in your life and leadership. Finally, remember, gratitude doesn't merely get displayed; it leaves a lasting impact, an enduring imprint on those around you.



# NEXT STEPS

As you continue to show gratitude in leadership, you are setting the groundwork for a legacy rooted in gratitude. This legacy will reverberate long after, inspiring others to embrace and incorporate gratitude in their behavior. As a grateful leader, you are not just improving your present organizational culture, but also shaping a brighter, more appreciative future for everyone who follows your lead. We're excited to partner with you on this transformative journey towards deepening your impact and leaving a genuine legacy of gratitude.

# THANK YOU

Thank you for believing in gratitude. For committing to being and becoming a Grateful Leader. For joining us on this journey and allowing us to be part of yours.

With deep gratitude and appreciation,

*Kevin Monroe*

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