

Starting with MBA's - "Motivating by Appreciation"¹

In His book, the *5 Love Languages*, Gary Chapman asserts that every husband and wife each have predominant ways they prefer to give/receive love. He further suggests that if a husband (for example) does not know and speak his wife's love language that she will not feel like she is loved or cherished in the way she desires. This principle also proves true in relation to how a Pastor or business leader seeks to show love, care, and appreciation for his staff, his board, his employees, or other key volunteers. He could think he is doing so, but the message delivered may not be received in the way he intended.

Take a few moments to consider the following ways staff, employees, volunteers etc. may feel cared for, affirmed, appreciated—ministered to! Then, do three things:²

- **Financial Perks**
 - **Praise:** (*public and/or private – and there is a difference*)
 - **Access:** (*open door policy times; having access to you or other senior leaders*)
 - **Input:** (*having a say about direction and decisions*)
 - **Added Responsibility:** (*new challenges, tasks, projects, people to manage, etc.*)
 - **Significance:** (*reminders of how their job/ministry has impact now and for eternity*)
 - **Empowerment:** (*having the power and control matching their responsibility*)
 - **Adequate Resources:** (*equipment, people, space, budget, etc.*)
 - **Other Perks and Bonuses**
 - **Knowledge/Training Opps** (*seminars, school, computer classes, books, mentoring*)
1. Answer the question: *What would you say are the top 1-2 appreciation languages of those you oversee?*
 2. Consider copying and distributing a list of the *MBA Assessment* above to your staff, board, ministry team, or to a person you oversee or are discipling. Provide an opportunity for open dialogue and discussion on what their *Appreciation Languages* are and what difference they think it would make to your cultural setting if everyone understood them, and started speaking them more regularly.
 3. Start showing Christ's love and compassion by speaking the *Appreciation Language* of those you are seeking to serve and influence and just see what happens! ***Come prepared next month to share your stories!***

¹ Assessment inspired by "Pay Your Leaders List": Steve Stroope, *Tribal Church*. (Nashville, Tennessee: B & H Publishing, 2012), 99, and *The 5 Languages of Appreciation in the Workplace*, Gary Chapman and Paul White. (Chicago, Illinois: Moody Publishing, 2012).