

APPRECIATION TRAIN

Unlock the power of appreciation

This method encourages participants to express gratitude and appreciation towards each other, creating a sense of connection and camaraderie. By implementing the Appreciation Train method, facilitators can enhance team dynamics, boost morale, and promote a culture of recognition and appreciation.

Purpose: Socialisation, Access and Motivation

Group size:
< 20

Duration: 30 min

USE THIS METHOD TO:

- Build a positive atmosphere.
- Foster team bonding.
- Promote a culture of appreciation and recognition.

Multilanguage fit: No

Level of interaction:
Medium

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WITH YOUR
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STEPS TO APPLY THE METHOD: _____

Preparation

- Determine the specific objectives you want to achieve through the Appreciation Train exercise. Whether it's team building, boosting morale, or creating a culture of appreciation, having clear goals will guide your facilitation.
- Select an appropriate moment within your virtual meeting or workshop to introduce the Appreciation Train exercise. Consider the flow of the agenda and ensure participants will have sufficient time to engage in the activity without feeling rushed.
- Verify that the virtual meeting platform or collaboration tools being used support the smooth execution of the exercise.
- Consider creating visual aids or virtual props, such as a virtual train image or a torch symbol, to enhance participants' understanding and engagement during the exercise. These visuals can be shared on-screen during the activity.
- Take into account the dynamics and relationships within the virtual group. Consider any potential sensitivities or conflicts that may arise and proactively address them to ensure a supportive and respectful environment.

Delivery

- Introduce the activity, by explaining the purpose and benefits of the Appreciation Train method. Emphasise the importance of creating a supportive and appreciative environment for everyone to feel valued.
- Demonstrate an example of how you would like people to express their appreciation. You may do this towards your co-facilitator, tech support person or other colleague. Emphasise the importance of providing specific examples or instances while expressing appreciation. This helps deepen the impact of the recognition and reinforces the positive behaviour or qualities.

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- Designate one person to start the Appreciation Train. This person will express appreciation towards another participant in the virtual space, highlighting specific reasons for their gratitude. It can be related to a recent achievement, a valuable contribution, or a positive trait they have observed during the event or otherwise.
- After the first person expresses their appreciation, they pass the virtual “torch” to the next participant in the meeting. The torch can be symbolised by a virtual object or simply through verbal acknowledgment. Each participant, in turn, expresses appreciation towards another person.
- Encourage Specificity and Sincerity acknowledged. Encourage participants to be sincere and genuine in their expressions.
- Continue the Appreciation Train until every participant has had an opportunity to express their gratitude. Encourage everyone to actively listen and receive appreciation with gratitude, fostering a culture of humility and openness.
- Alternative: If you worry that people might be self-conscious giving appreciation to each other in front of others, or they do not know each other that well, you may run the exercise anonymously on a virtual collaboration board. In this space everybody’s name is there and people can post virtual post-its of appreciation.
- After the Appreciation Train concludes, facilitate a short discussion to allow participants to share their reflections and experiences. Invite them to discuss how the method made them feel, its impact on team dynamics, and any insights gained from the process.
- Encourage participants to continue expressing appreciation in their day-to-day interactions beyond the meeting or workshop. Remind them of the positive outcomes and strengthened relationships that can result from an ongoing culture of appreciation.

TOOL TIPS:

Appreciation circle template Miro <https://miro.com/miroverse/appreciation-circle/>

Kudos wall Mural <https://community.mural.co/discussion/1001/%EF%BB%BFtemplate-release-show-appreciation-for-your-team-with-the-kudos-wall-%EF%BB%BF>