



# I Appreciate You Activity (50 mins)

**Purpose:** Build trust and connection through positive recognition.

## What You'll Need:

- ☐ Quiet space (virtual or in-person)
- ☐ Facilitator (you or team member)
- ☐ Sticky notes, index cards, or shared digital space (e.g., Jamboard or Miro)

## Steps:

1. **Set the scene:** Begin with an explanation: *"This is an opportunity to acknowledge and celebrate the contributions of our teammates that often go unnoticed. Thoughtful appreciation fosters trust and strengthens psychological safety within the team."*
2. **Write Appreciations (10-15 mins):** Each person writes short notes of appreciation for everyone on the team, starting with "I appreciate you because..."
3. **Team Sharing (5-20 mins):** Team members share their notes aloud, one by one, or pass their notes/cards to the individuals.
  - For virtual teams, use a shared document or board where everyone can post their notes.
4. **Reflect Together (10-15 mins):** Discuss as a group: *"How did it feel to give and receive appreciation? What can we do to make this part of our everyday team culture?"*

## Why It Works:

- Encourages open communication and trust.
- Reinforces that every team member contributes uniquely.
- Creates a positive, inclusive atmosphere.



**Chaz Tips:** Encourage participants to go beyond surface-level appreciations by being specific. For example, instead of saying, "I appreciate you because you're helpful," they could say, "I appreciate you because you always offer to proofread my reports, and your feedback makes them stronger."

Specificity makes the recognition more meaningful and shows that their efforts are truly seen and valued.