

Handout 4 – Specific Appreciation and Benefit Language

Specific appreciation helps people understand what was useful. It is not a popularity vote and does not require the receiver to agree, explain or praise you back.

Purpose	Sentence starter / example
Contribution → group benefit	"When you organised the ideas into three headings, it helped us choose a final plan."
Question → new thinking	"Your question about accessibility made us notice a problem we had missed."
Different perspective	"I had not considered the quiet option. Your perspective made the design more inclusive."
Emotional/attention support	"When you suggested a pause, I could concentrate again."
Practical help	"When you explained the first step, I could start my part independently."
Enjoyment	"Your fictional example made the challenge more enjoyable without making fun of anyone."
Confidence	"When you invited my written idea into the final version, I felt more able to contribute."
Shared accomplishment	"We used each person's clue, so the solution belonged to the whole group."

Avoid

- Ranking: "You were the best person in the group."
- Fixed labels: "You are always the clever/funny/quiet one."
- Appearance or identity comments unrelated to the task.
- Forced positivity: praising a contribution you did not find useful.
- Demanding reciprocity: "I praised you, so now you must praise me."
- Speaking for another person: "You must have enjoyed that."