



# PEQ Performance Leadership - Acknowledgement Tool

***"Never underestimate the power of being seen." - Brene Brown***

To bring out the very best in our people, we need to see the best in them and call it out.

This simple tool adapted from The Virtues Project™ is a consistent way for you to daily call out the best you see in your people at home and work. Not only does this help with the happy hormones of dopamine, oxytocin and serotonin for them AND you, it inspires them to see and bring the best of themselves.

There are three parts to meaningful acknowledgment.

- 1** An opening statement of gratitude.
- 2** What you see. We recommend using one of the virtues we have listed here, along with their definitions.
- 3** How you see the virtue in that particular person.

## ***Examples:***

<b><i>Opening Gratitude</i></b>	<b><i>Virtue Word (next page)</i></b>	<b><i>How virtue shows up</i></b>
Thank you for consistently having the	courage	to respectfully challenge our ideas as a group and make them even better.
I really appreciate how	helpful	you are in by consistently doing your dishes.
I can see the	compassion	you show by listening attentively to your friends/teammates.

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# Virtue Word List & Definitions

Virtue Words from the Virtues Project: <https://www.virtuesproject.com>

- Assertiveness.** Speaking your truth with peaceful confidence.
- Caring.** Treating people and things in a gentle, loving and respectful way.
- Commitment.** Being all in on a decision, personal relationship, goal or belief, without holding back.
- Compassion.** Caring and understanding for another's suffering or misfortune while wanting to help.
- Confidence.** Trusting your abilities and not letting fear stop your success. It is earned, not given.
- Consideration.** Being thoughtful and mindful of our own decisions, as well as the needs of others.
- Cooperation.** Working together for the good of all.
- Courage.** Not letting fear dictate your choices, even if it is hard.
- Courtesy.** Treating others with kindness and tact. Using simple manners and requests, not demands.
- Creativity.** Using imagination to do or see things in a new or beautiful way.
- Detachment.** Keeping your feelings under control and letting go of things you can't control.
- Determination.** Focusing on following through until we accomplish our purpose.
- Diligence.** Doing what needs to be done with care, concentration and single-pointed attention.
- Enthusiasm.** Having a positive attitude, being cheerful and excited about your activities and life.
- Excellence.** Doing, giving, and being your very best.
- Flexibility.** The ability to adapt and change amid the fluctuating circumstances of life.
- Forgiveness.** Giving someone another chance when they make a mistake, letting go of the past.
- Friendliness.** Welcoming new people, sharing yourself and your time.
- Generosity.** Giving something of value to us to others freely without expecting a reward.
- Gratitude:** Having a constant attitude of thankfulness and appreciation for life as it unfolds.
- Helpfulness.** Giving service to others with a positive attitude.
- Honesty.** Being truthful, open, genuine and sincere with yourself and others.
- Honor.** Having a deep respect for what we know is right and true. Living up to our virtues.
- Humility.** Willing to learn new things, accept your mistakes, and be thankful instead of boastful.
- Idealism.** Having a vision for what is possible in the world and acting to make a difference.
- Integrity.** Matching our words and our actions with our conscience. Living by our deepest values.
- Joyfulness.** An inner sense of peace and wellness.
- Justice.** Standing for the rights of myself and others without prejudice. Being fair.
- Kindness.** Showing up warm, friendly and ready to help with tender words, actions and feelings.
- Love.** Cherishing others and treating them with tenderness.
- Loyalty.** Unwavering commitment to people and beliefs we care about.
- Moderation.** Creating a healthy balance in your life; using self-discipline to take charge of you.
- Orderliness.** Living in a way that creates harmony around us and within us.
- Patience.** Having trust that things will work out right without forcing or rushing things.
- Peacefulness.** Maintaining an inner calm and tranquility.
- Perseverance.** Continuing to the end; and not giving up.
- Purposefulness.** Being aware of the unique gifts we bring to the world and living with intention.
- Reliability.** Doing what you say you will and being dependable.
- Resilience:** Having the strength of spirit to recover from adversity.
- Respect.** Treating ourselves and others with dignity and courtesy, honoring the rules.
- Responsibility:** Having a willingness to be accountable for our actions.
- Self-discipline.** Having the self-control to be focused on the goal in front of you.
- Service.** Using our gifts to contribute to the betterment of others and the world.
- Tact.** Thinking before you speak and telling the truth kindly and gently.
- Tolerance.** Accepting differences without judgement.
- Trust.** Having faith, hope and a positive outlook, Believing in someone or something.
- Trustworthiness.** Being worthy of the trust others place in us.
- Understanding.** Having a clear insight into ideas and feelings from multiple perspectives.
- Unity.** Feeling connected and working together for the good of all. Inclusiveness.



Other virtues: Awe, Appreciation, Nobility, Mindfulness, Decisiveness, Accountability, Endurance, Acceptance, Thankfulness, Openness, Zeal, Responsibility, Cheerfulness, Wisdom, Initiative, Truthfulness, Serenity, Sacrifice, Independence, Perceptiveness, Humanity, Sincerity, Reverence, Fortitude, Grace, Wonder, Fairness, Steadfastness, Dignity, Empathy, Discernment, Contentment, Thoughtfulness