

Appreciation 5 at Work Languages

BIBLE STUDY SUPPLEMENT

Appreciation at Work

To the leaders of the ***Appreciation at Work*** Bible Study:

Dr. Chapman and I decided from the beginning that we would not write the ***5 Languages of Appreciation in the Workplace*** from an overtly Christian perspective (for example, we did not cite any Biblical references in the book.) While we obviously wrote the book and developed the accompanying materials from a Biblical worldview (i.e. that people are inherently valuable), we wanted the book and training resources to be able to be used in secular settings.

We had two goals in this regard. First, that we could help make any type of workplace environment more positive and caring for those who work there. And secondly, so that Christian leaders in the marketplace would have a tool through which they could get to know their colleagues better, learn how to encourage and support them, and build a more personal relationship where they would be able to share the love of Christ with those with whom they work.

A challenge (and opportunity) has risen out of this approach: there are Christian-based groups that would like to use the book and the *Appreciation at Work* training resources in group settings that would also like to know what the Bible says about appreciation, encouragement, and possibly even the 5 Languages. As a result, we've decided to create this Bible study supplement that can be used along with the four session training process and resources, which we've provided in the *Appreciation at Work* training kit.

Our Purpose

It is important to note that neither the *5 Love Languages* nor the *5 Languages of Appreciation* grew initially out of studying the Bible. Rather, they were discovered over time through interviewing, listening to, and observing people in their personal and work-based relationships. But we firmly believe that the foundational concepts (for example, that each of us has an innate need to be loved and valued) are consistent with Scripture.

Our purpose in developing this Biblical supplement is to provide insight into what the Bible teaches about appreciation and encouragement, as well as the power of our words, spending time together, serving one another, being generous, and showing physical affection.

Conversely, it is not our purpose to propose or try to convince you that the 5 languages come primarily from the Bible, that they are the only ways of showing appreciation, or to somehow prove they are “true” because the Bible teaches so. Those purposes would clearly be over-reaching the evidence found in the Bible.

We hope that you find the questions and verses below to be helpful in learning more about the Biblical foundation which we believe does exist for instructing each of us in how we should treat each other in relationships – whether they are personal or work-related.

Paul White, Ph.D.

Gary Chapman, Ph.D.

All scriptures quoted are from the New Century Version, Thomas Nelson Publishers.

Session 1: The Importance of Appreciation

This outline provides insights on delivering the content for session one.

Key Question

Is there a Biblical basis for communicating encouragement and appreciation to others?

We are commanded to encourage one another in the Body of Christ.

1 Thessalonians 5:11

So encourage each other and give each other strength, just as you are doing now.

Hebrews 3:13

But encourage each other every day while it is “today”.

We are to be kind and considerate in how we relate to others.

Matthew 7:12

Do to others what you want them to do to you.

Hebrews 10: 24

Let us think about each other and help each other to show love and do good deeds.

1 Corinthians 10:24

Do not look out only for yourselves. Look out for the good of others also.

Philippians 2:4

Do not be interested only in your own life, but be interested in the lives of others.

We are exhorted to be a positive influence on others in the workplace – especially to those who are not followers of Christ.

Colossians 4:5

Be wise in the way you act with people who are not believers, making the most of every opportunity.

1 Peter 2:12

Live such good lives that they will see the good things you do and will give glory to God on the day when Christ comes again.

There are examples of godly men and women encouraging and supporting one another.

Ruth 2:13

Then Ruth said [to Boaz], “I hope I can continue to please you, sir. You have said kind and encouraging words to me, your servant, though I am not one of your servants.

Isaiah 41:6-7

The workers help each other and say to each other, “Be strong!” The craftsman encourages the goldsmith, and the workman who smooths the metal with a hammer encourages the one who shapes the metal. He says, “This metal work is good.”

Acts 28: 15

The believers in Rome heard that we were there and came out as far as the Market of Appius and the Three Inns to meet us. When Paul saw them, he was encouraged and thanked God.

1 Corinthians 16:7, 8

I am happy that Stephanas, Fortunatus and Achaicus have come. They have refreshed my spirit and yours. You should recognize the value of people like these.

Session 2: The 5 Languages

This outline provides insights on delivering the content for session two.

Key Question

Is there any support for the specific 5 Languages of Appreciation in the Bible?

We are commanded to encourage one another in the Body of Christ.

1 Thessalonians 5:11

So encourage each other and give each other strength, just as you are doing now.

Words of Affirmation

Are there any Biblical examples of people using words to encourage and show appreciation to others?

Ruth 2:13

Then Ruth said [to Boaz], "I hope I can continue to please you, sir. You have said kind and encouraging words to me, your servant, though I am not one of your servants."

Hebrews 13:22

I beg you to listen patiently to this message I have written to encourage you, because it is not very long.

From where does what we communicate verbally originate?

Luke 6:45

Good people bring good things out of the good they stored in their hearts. . . People speak the things that are in their hearts.

What can be the potential impact of our words to others?

Proverbs 10:11

The words of a good person give life, like a fountain of water.

Proverbs 10: 20

The words of a good person are like pure silver, but an evil person's thoughts are worth very little.

Proverbs 10:21
Good people's words will help many others.

Proverbs 12:14
People will be rewarded for what they say, and they will also be rewarded for what they do.

Proverbs 12:18
Careless words stab like a sword, but wise words bring healing.

Proverbs 15:4
As a tree gives fruit, healing words give life.

Proverbs 15:7
Wise people use their words to spread knowledge.

Proverbs 15:23
Saying the right word at their right time is pleasing.

II Timothy 2:16
Stay away from foolish, useless talk, because that will lead people further away from God.

What qualities and style should characterize our communication with others?

Philippians 2:14
Do everything without complaining or arguing.

Colossians 4:6
When you talk, you should always be kind and pleasant.

II Timothy 2:24
And a servant of the Lord must not quarrel but must be kind to everyone, a good teacher, and patient.

James 3:17
But the wisdom that comes from God is first of all pure, then peaceful, gentle, and easy to please. This wisdom is always ready to help those who are troubled and to do good for others.

Quality Time

Read the following verses for references to quality time.

Exodus 33:11

The LORD would speak to Moses face to face, as a man speaks with his friend.

Matthew 1:23

She will have a son, and they will name him Immanuel, which means, "God is with us."

Matthew 28:20

I will be with you always, even until the end of the age.

John 14:16

I will ask the Father, and he will give you another Helper to be with you forever – the Spirit of truth. But you know him, because he lives with you and he will be in you.

John 14:18

I will not leave you all alone like orphans.

Do you think it is reasonable to conclude that God desires to spend time with us?

Do you think God is aware of the possibility that we may become lonely?

What are some implications for our relationships with others?

What do the following verses communicate about spending time together with others who are important to you?

Proverbs 13:20

Spend time with the wise and you will become wise, but the friends of fools will suffer.

Acts 2:46

The believers met together in the Temple every day.

Hebrews 10:25b

But you should meet together and encourage each other.

What do the following passages suggest about spending quality time together and its importance to the Apostles Paul and John?

Acts 28: 15

The believers in Rome heard that we were there and came out as far as the Market of Appius and the Three Inns to meet us. When Paul saw them, he was encouraged and thanked God.

Acts 28:30

Paul stayed two full years in his own rented house and welcomed all people who came to visit him.

Romans 15:32

Then, if God wants me to, I will come to you with joy, and together you and I will have a time of rest.

I Corinthians 16:7

I do not want to see you now just in passing. I hope to stay a longer time with you if the Lord allows it.

I Corinthians 16:7, 8

I am happy that Stephanas, Fortunatus and Achaicus have come. They have refreshed my spirit and yours. You should recognize the value of people like these.

Philippians 1:8

God knows that I want to see you very much.

II Timothy 4:9-11

Do your best to come to me as soon as you can because Demas, who this world, left me and went to Thessalonica. Crescens went to Galatia, and Titus went to Dalmatia. Luke is the only one still with me. Get Mark and bring him with you when you come, because he can help me in my work here.

Philemon 22

One more thing – prepare a room for me in which to stay, because I hope God will answer your prayers and I will be able to come to you.

III John 13-14

I have many things I want to write you, but I do not want to use pen and ink. I hope to see you soon and talk face to face.

Is it reasonable to conclude that spending time with others can be encouraging to them?

Yes (explain your response)

No (explain your response)

Acts of Service

Read the following verses for references to acts of service.

Mark 10:45

In the same way, the Son of Man did not come to be served. He came to serve others and to give his life as a ransom for many.

Philippians 2:5-7

In your lives you must think and act like Christ Jesus. Christ himself was like God in everything, but he did not think that being equal with God was something to be used for his own benefit. But he gave up his place with God and made himself nothing. He was born as a man and became like a servant.

How consistent is the act of serving others with Christ-like character?

Extremely

Very

Somewhat

A little

None at All

What characteristics of serving can be identified from the following verses?

Matthew 20:26

Whoever wants to become great among you must serve the rest of you like a servant.

Matthew 25:35, 36, 40

I was hungry and you gave me food. I was thirsty, and you gave me something to drink... I was without clothes and you gave me something to wear... I tell you the truth, anything you did for even the least of my people here, you also did for me.

Romans 12:7

Anyone who has the gift of serving should serve.

Galatians 6:10

When we have the opportunity to help anyone, we should do it.

1 Peter 4:10

Each of you has received a gift to use to serve others.

Note the examples of people who served others.

Romans 16:2

I ask you to accept her [Phoebe] in the Lord in the way God's people should. Help her with anything she needs, because she has helped me and many other people also.

Philippians 1:5

I thank God for the help you gave me.

Philippians 2:22

You know the kind of person Timothy is. You know he has served with me.

Philippians 2:25

Epaphroditus... works and serves with me.

1 Peter 4:11

Anyone who serves should serve with the strength God gives so that in everything God will be praised through Jesus Christ.

1 John 3:18

My children, we should love people not only with words and talk, but by our actions and true caring.

Tangible Gifts

Read the following verses for references to tangible gifts.

Matthew 7:7-11

Ask, and God will give to you. Search, and you will find. Knock, and the door will open for you. Yes, everyone who asks will receive. Everyone who searches will find. And everyone who knocks will have the door opened. If your children ask for bread, which of you would give them a stone? Or if your children ask for a fish, would you give them a snake? Even though you are bad, you know how to give good gifts to your children. How much more your heavenly Father will give good things to those who ask him!

John 3:16

God loved the world so much that he gave his one and only Son to that whoever believes in him may not be lost, but have eternal life.

Ephesians 2:8

You have been saved by grace through believing. You did not save yourselves; it was a gift from God.

James 1:17

Every good action and every perfect gift is from God. These good gifts come down from the Creator of the sun, moon, and stars, who does not change like their shifting shadows.

Can we conclude that giving gifts is a character quality of God?

From the following verses, identify qualities that should characterize our giving to others.

Acts 2:44, 45

All the believers were together and shared everything. They would sell their land and the things they owned and then divide the money and give it to anyone who needed it.

Acts 4:32

All those in the group acted as though their private property belonged to everyone in the group. In fact, they shared everything.

Romans 12:8

Whoever has the gift of giving to others should give freely.

II Corinthians 9:7

Each of you should give as you have decided in your heart to give.

I Timothy 6:18

Tell the rich people to do good, to be rich in doing good deeds, to be generous and ready to share.

Hebrews 13:16

Do not forget to do good to others, and share with them.

I Peter 4:9

Open your homes to each other, without complaining.

Note the following examples of people who gave gifts to others.

Ruth 2:14-16

At mealtime Boaz told Ruth, "Come here. Eat some of our bread and dip it in our sauce." So Ruth sat down beside the workers. Boaz handed her some roasted grain, and she ate until she was full; she even had some food left over. When Ruth rose and went back to work, Boaz commanded his workers, "Let her gather even around the piles of cut grain. Don't tell her to go away. In fact, drop some full heads of grain from her from what you have in your hands, and let her gather them. Don't tell her to stop."

II Corinthians 8:1-4

And now, brothers and sisters, we want you to know about the grace God gave the churches in Macedonia. They have been tested by great troubles, and they are very poor. But they gave much because of their great joy. I can tell you that they gave as much as they were able and even more than they could afford. No one told them to do it. But they begged and pleaded with us to let them share in this service for God's people.

Philippians 4:10

I am very happy in the Lord that you have shown your care to me again.

Philippians 4:16-18

Several times you sent me things I needed when I was in Thessalonica. Really, it is not that I want to receive gifts from you, but I want you to have the good that comes from giving. And now I have everything, and more. I have all I need, because Epaphroditus brought your gift to me.

What potential benefits may come from being generous to others?

Proverbs 11:25

Whoever gives to others will get richer; those who help others will themselves be helped.

Luke 6:38

Give, and will receive. You will be given much. Pressed down, shaken together, and running over, it will spill into your lap. The way you give to others is the way God will give to you.

II Corinthians 9:6

Remember this: the person who plants a little will have a small harvest, but the person who plants a lot will have a big harvest.

Physical Touch

Read the following verses for references to physical touch.

Romans 16:16

Greet each other with a holy kiss.

I Corinthians 16:20

Give each other a holy kiss when you meet.

II Corinthians 13:12

Greet each other with a holy kiss.

I Peter 5:14

Give each other a kiss of Christian love when you meet.

What is your impression of what these verses might mean?

Read the following explanation of these verses from the Zondervan Pictorial Encyclopedia of the Bible (Merrill C. Tenney, editor):

The kiss has been common in the Middle East since patriarchal times as a gesture of practical affection or homage. It was implanted upon the cheek but rarely upon the lips. Usually one member of a family kissed another (parents/children, brothers, cousins, friends).

Kissing to show affectionate greeting was practiced between individuals of the same sex and in a limited degree between those of opposite sex. It was also used as a farewell gesture.

Early Christians adopted the holy kiss (or kiss of love) as a friendly salutation and was exchanged by members of both the same and opposite sex.

What might be a related principle in showing appreciation or encouragement through physical touch to others in our cultures today?

Session 3: Putting the 5 Languages to Work

This outline provides insights on delivering the content for session three.

What principles can be inferred about the nature of people from the following passages?

Romans 12:4-5

Each one of us has a body with many parts, and these parts all have different uses. In the same way, we are many, but in Christ we are all one body. Each one is a part of that body and each part belongs to all the other parts.

I Corinthians 12:4-7

There are different kinds of gifts, but they are all from the same Spirit. There are different ways to serve but the same Lord to serve. And there are different ways that God works through people but the same God. God works in all of us in everything we do.

How does Philippians 2:4 apply to people having different languages of appreciation?

Philippians 2:4

Do not be interested only in your own life, but be interested in the lives of others. When you do things, do not let selfishness or pride be your guide. Instead, be humble and give more honor to others than to yourselves.

Session 4: Making it Stick

This outline provides insights on delivering the content for session four.

Read the following verses. How might they apply to the concept of authentic appreciation?

Romans 12:9

Your love must be sincere.

I John 3:18

My children, we should love people not only with words and talk, but by our actions and true caring.

Galatians 6:9,10

We must not become tired of doing good. We will receive our harvest of eternal life at the right time if we do not give up. When we have the opportunity to help anyone, we should do it.

II Thessalonians 3:13

But you, brothers and sisters, never become tired of doing good.

Ephesians 4:15

Speak the truth in love.

Conclusion

Read the following verses and make a list of:

- a) what we are called to do; and**
- b) the result that will occur.**

Matthew 5:16

You should be a light for other people. Live so that they will see the good things you do and will praise your Father in heaven.

Ephesians 5:16

Use every chance you have for doing good.

Ephesians 6:7

Do your work with enthusiasm. Work as if you were serving the Lord, not as if you were serving only men and women.

Colossians 3:23

In all the work you are doing, work the best you can. Work as if you were doing it for the Lord, not for people.

Colossians 4:5

Be wise in the way you act with people who are not believers, making the most of every opportunity.

I Peter 2:12

Live such good lives that they will see the good things you do and will give glory to God on the day when Christ comes again.

Titus 2:7

In every way be an example of doing good deeds.

I John 4:7

Dear friends, we should love each other, because love comes from God.

II John 6

And love means living the way God commanded us to live. As you have heard from the beginning, his command is this: Live a life of love.

*This study is designed to accompany the **Appreciation at Work** training workshop. If you would like more information about purchasing the **Appreciation at Work** training kit or the workshop, please go to www.drpaulwhite.com or www.appreciationatwork.com . You may also email admin@mbainventory.com .*

If you have comments or suggestions on how we might improve on this study, please send your suggestions to admin@mbainventory.com .

You can follow Dr. Paul White on Facebook at Dr Paul White and 5 Languages of Appreciation, and on Twitter, @DrPaulWhite.