

***Find and Give***  
**S.M.A.R.T. Gratitude**

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**S** = Specific: What job?

**M** = Measure: What's different?

**A** = Authentic: Honest

**R** = Realistic: Practical

**T** = Time: When?

Good Job is nice!  
**SMART** Appreciation is better!!

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***Formula and Examples***

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**(specific) (time) (measure) (realistic) (authentic)**  
When you completed the task abc yesterday, it was 2 days ahead of schedule which shows it's doable. I appreciate productivity and improvements on schedule.

**(authentic) (specific) (time) (real) (measure)**  
Showing appreciation is so important. When you complimented Joe on how professional his slides looked yesterday, he was glowing afterwards.

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