Understanding Concepts of Validation, Affirmation and Appreciation

Validation (DBT)

Definition	"To confirm or strengthen what is relevant, true, or effective about a response, be it a thought, emotion, physical sensation, or action. Validation requires empathy (the accurate understanding of the person's experience) but validation also includes the communication that the person's response makes sense" (Hall, 2011). Linehan outlines 6 levels of validation: Be Present, Accurate Reflection, Guessing about Unstated Feelings, terms of past history, terms of present events and the way most people would react, and radical genuineness (2015).
Why use it	"Facilitates regulation of emotions Helps strengthen persistence through difficult times to reach a goal by communicating understanding of the difficulty Recognizes the truth of different points of view and by recognizing the other person's point of view you can both start at the same place Enhances relationships and can decrease feelings of abandonment Enhances identity" (Hall, 2011).

Acceptance and Affirmation (MI)

Definition Acceptance	"One of four central components of the underlying *spirit* of MI by which the interviewer communicates *absolute worth*, *accurate empathy*, *affirmation*, and *autonomy support*" (Miller & Rollnick, 2013).
Definition Affirmation	"One of four aspects of *acceptance* as a component of MI *spirit* [and a core OARS skill] by which the counselor accentuates the positive, seeking and acknowledging a person's strengths and efforts." A core skill of MI demonstrated as "an interviewer [uses a] statement valuing a positive client attribute or behavior" (Miller & Rollnick, 2013).
Why Use Acceptance	Acceptance is used to build rapport with the client and to understand the client's perspective. The client is more likely to accept help in changing behaviors if a strong therapeutic alliance exists and when help offered is informed by the client perspective (Miller & Rollnick, 2013).
Why Use Affirmation	Affirmations are used to help build client self efficacy and confidence. Affirmations are key to identifying strengths from which to work in using a strengths-based approach (Miller & Rollnick, 2013).

Appreciation (5 Languages of Appreciation)

Definition	Appreciation is when "employee work is given proper value by recognizing contributions made to the organization through productivity coming from humanity, spirit and authentic-self" (Krenzke, 2012). Chapman & White break workplace appreciation down into 5 languages: tangible gifts, quality time, words of affirmation, acts of service, physical touch. They stress that each person prefers to receive appreciation in their own unique way. Understanding the 5 languages of workplace appreciation can help in the authentic and effective communication of appreciation (2012).
Why use it:	Terry identified 4 reasons why appreciation is used in the workplace listed below. Appreciation is aimed at improving the workplace experience of the employee, facilitating effective communication among employees, and fostering a helpful relationship between employees (2014). 1. Staff Stay Around Longer 2. Staff Enjoy Their Jobs More 3. Staff Get Along at a Higher Level 4. Greater Customer Satisfaction

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