

Validation, Affirmation and Appreciation

Three related ideas, side by side

From	Use it	Pages
DBT, MI, the workplace	Training or supervision	Two

Validation (DBT)

- What it is** Confirming what is relevant, true or effective about someone's thoughts, feelings, sensations or actions. It takes empathy, and it also communicates that the person's response makes sense (Hall, 2011). Linehan describes six levels, from being present and accurate reflection to radical genuineness (2015).
- Why use it** It helps regulate emotions, supports persistence through hard times, recognizes that different views can both hold truth, strengthens relationships and supports identity (Hall, 2011).

Acceptance and affirmation (MI)

- Acceptance** Part of the spirit of MI: communicating absolute worth, accurate empathy, affirmation and support for autonomy (Miller & Rollnick, 2013).
- Why use it** It builds rapport and understanding. People are more open to help when the relationship is strong and the help fits their view.
- Affirmation** A core OARS skill: noticing and naming a person's strengths and efforts.
- Why use it** It builds confidence and self-efficacy, and points to the strengths a person can build on.

Appreciation (the workplace)

- What it is** Recognizing the real value of someone's contributions at work (Krenzke, 2012). Chapman and White (2012) describe five languages of workplace appreciation: words of affirmation, quality time, acts of service, tangible gifts and appropriate physical touch. Each person tends to prefer one or two.
- Why use it** Terry (2014) names four reasons: staff stay longer, enjoy their work more, get along better, and the people they serve are more satisfied.

Sources

Chapman, G., & White, P. (2012). The 5 languages of appreciation in the workplace. Northfield Publishing.

- Hall, K. (2011). Validation and borderline personality disorder. National Educational Alliance for Borderline Personality Disorder.
- Krenzke, A. (2012). Actively attending to appreciation in the workplace (Master's thesis). DePaul University.
- Linehan, M. M. (2015). DBT skills training manual (2nd ed.). Guilford Press.
- Miller, W. R., & Rollnick, S. (2013). Motivational interviewing: Helping people change (3rd ed.). Guilford Press.
- Terry, D. (2014). The 5 languages of appreciation in the workplace [Conference presentation]. Association of Rural and Small Libraries Conference.