



Quiz: What's Your Workplace Love Language?

What fills up your “love tank” at work? We’re just kidding, sort of.

Your workplace love language describes the way you prefer to be recognized, appreciated, and treated in the workplace.

It’s actually...a pretty big deal.

Imagine how well we could work together if we spoke each other’s love language fluently! Imagine if your boss knew how much of an impact a small “Well done!” would make on your motivation at work.

Take this quiz to determine your language of love in the workplace. Encourage your coworkers to take it, too. Remember, there are no wrong answers here!

1. It's your first week of work in a new job. What gesture would mean the most to you?

- (a) Your coworker, who was promoted from your position, shares some tips and advice for getting started.
- (b) Your boss arranges lunch for you and your team, so everyone can get to know each other.
- (c) You're immediately granted access to some of the most exciting projects the senior team members are working on.
- (d) A coworker volunteers to walk you through some of the processes that can seem unfamiliar or confusing.
- (e) Your boss schedules a series of meetings over the next 3 months to check in on your progress and to clear up any confusing aspects of your new job.

2. You've outperformed your goals this year, and you're looking forward to recognition at work. What type of recognition from your boss would mean the most?

- (a) A simple congratulatory email and/or a shoutout in the next all-team meeting.
- (b) A team outing to celebrate everyone's varied accomplishments.
- (c) A meeting where your boss presents new opportunities that will strengthen your skills and

broaden your experience.

- (d) A hearty congratulatory email that also details your potential path upward at the organization.
- (e) A high-five and a big smile from your boss.

3. Your favorite coworker is having a particularly tough week, and they seem like they just can't catch a break. What do you do?

- (a) Send an email with advice on how you handled a similar problem in the past.
- (b) Invite your coworker on a lunch walk to vent and take a quick break.
- (c) Offer an encouraging “pat on the back” from your experience. This, too, shall pass.
- (d) Offer to take a specific piece of work off their plate this week.
- (e) Bring your coworker an afternoon coffee to help them get through the rest of the day.

4. Your company has recently laid off many employees, including you. What would be the most encouraging thing to hear from management after a layoff?

- (a) Receive a personal email that offers appreciation for your work and an offer to keep in touch to work toward a new path forward for you.
- (b) Receive an invite to a dinner with your boss and other laid-off employees.
- (c) Receive an email with open job listings that your soon-to-be former boss thinks you'd be the perfect candidate for.
- (d) Receive flattering introductory emails to other professionals who might be able to help you explore new opportunities.
- (e) Receive a LinkedIn endorsement detailing your contributions to the company.

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the next page**

5. You've recently completed a lengthy interview process, and you've just been informed that your salary expectations are a bit higher than the company can match. What would be the ideal path forward for you?

- Ⓐ The interviewer suggests another position that aligns with your salary expectations and skill sets.
- Ⓑ The interviewer/recruiter expresses that they would love to keep in touch with you in the case that other opportunities arise—whether with this organization or another one.
- Ⓒ A compensation package that promises a performance-based review after three months or another specified amount of time.
- Ⓓ The hiring manager details specific steps you can take to enhance your skills and experience in order to increase your earning potential.
- Ⓔ The interviewer expresses their regrets, but sends a thoughtful email about what they absolutely loved about you in the interview process, as well as the areas in which you can improve.

6. You're a manager, your team had a great year, and you want to celebrate. What is most appealing to you?

- Ⓐ Make sure to publicly let your bosses know about all of the hard work your team has put in to outperform expectations.
- Ⓑ A day off for everyone to recuperate.
- Ⓒ A plan to build off the success, with new and exciting opportunities for everyone.
- Ⓓ Personalized notes to everyone on the team, which communicate your understanding of how hard they worked and what you envision for their future.
- Ⓔ A public, heartfelt congratulations that mentions each team member's individual contribution to success.

7. You're having a tough time keeping up with your workload, and you want to have a proactive discussion with your boss about it. What do you suggest as a resolution?

- Ⓐ Increased support from management, especially regarding the division of labor.
- Ⓑ Relief from a burnout-level amount of work.
- Ⓒ A bonus structure that reflects the extra work you've been doing.
- Ⓓ More support or assistance in your workload,

which is unmanageable for one person.

- Ⓔ Communication of plans for the company's future, especially when it comes to managing high-stress workloads.

8. A new manager is joining to lead your team. What is the best first impression they can make on you?

- Ⓐ A scheduled 1:1 dedicated to sharing your work styles and planning how to work together.
- Ⓑ An all-team happy hour, where everyone gets to know one another.
- Ⓒ A goals-based discussion with your new boss to get them up to speed with what you've been working on and what you'd like to achieve in the coming year.
- Ⓓ An opportunity to share what “works” in your organization, what can be improved upon, and any potential problems that repeatedly stall progress.
- Ⓔ An inspiring speech about their experience, their excitement, their specific plans for the future, and how they hope to involve the team in future success.

9. What is the most appealing slice of “company culture” to you?

- Ⓐ Weekly 1:1s with your boss
- Ⓑ Team outings that allow you to bond with your coworkers off the clock.
- Ⓒ Management recognition and equal opportunities for workers who demonstrate real growth or potential.
- Ⓓ An open-door policy where team members can feel empowered to ask for help and support without fear.
- Ⓔ Simple recognition, gratitude, and respect for everyone's lives outside of work, too.

**Results on
the next page**

Tally up your answers:

Answered A	Answered B	Answered C	Answered D	Answered E

Mostly As:

Your Love Language is...**Words of Affirmation = Feedback + Mentorship**

What That Means at Work: Feedback is what propels you to do better. If you have aspirations of leadership, let your manager know that you are open to learning new ways to do things to strengthen your own managerial skill sets.

Mostly Bs:

Your Love Language is...**Quality Time = Workplace Bonding**

What That Means at Work: In the workplace, this falls into the “non-work” category. This is taking time for non-work-related 1:1 meetings. This is following up with your coworker about their new puppy. This is taking the time for the personal.

Mostly Cs:

Your Love Language is...**Receiving Gifts = New Opportunities + Challenges**

What That Means at Work: When this is your love language, you work hard to ensure you’re at the top of the list to be on a new project or take on a new opportunity. To communicate this love language, keep an open line with your management. When an opportunity arises, make sure to raise your hand. New opportunities are also readily available to an employee who demonstrates an interest and openness to learning new skills.

Mostly Ds:

Your Love Language is...**Acts of Service = Support**

What That Means at Work: This language is for someone who really believes that actions speak louder than words. Support, in the workplace, might look like checking in with someone who is struggling or over-worked. Unlike some other love languages, support includes action. Instead of saying something like, “Let me know if you need help,” you might share a document or resource you found helpful when working on a similar project.

Mostly Es:

Your Love Language is...**Physical Touch = Encouraging Touchpoints**

What That Means at Work: For the workplace, we replaced physical touch with encouragement. Think of the phone call or the email you received when you got the job. The hiring manager likely summarizes what they loved about you, what they hope to see from you, and how excited they are for you to start working. This sort of encouragement can tend to be cast aside as we settle into the busyness of work life. Encouragement can be touchpoints or compliments regularly infused into the workweek. similar project.