

# Shouldn't it be *EASI* to Feel Appreciated?!

Maximilian Resch

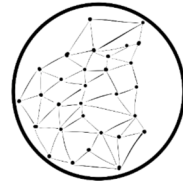
## What are we talking about?

### Experienced Appreciation in Social Interactions:

- (1) Authentic Gratitude and Recognition
- (2) Granting Trust and Responsibility
- (3) Acknowledgement of Competencies
- (4) Investment of Time and Resources
- (5) Authentic Interest and Listening
- (6) Adequate Reward
- (7) Respect and Unconditioned Acceptance
- (8) Opportunities to Bond

## Dimensions?

In a design with multiple samples the factor structure of *EASI* has shown to be one-faceted



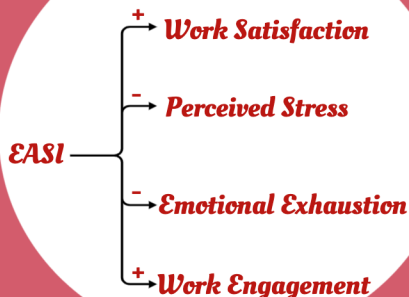
## Theory Break

### Stress as Offense to Self Theory (Semmer et al., 2019)

*EASI* can be likewise considered a boost and a threat to employees' self-esteem.



## Does it matter?



## Details, please!

Sample 1:  $n = 234$

Sample 2.1:  $n = 356$

Sample 2.2:  $n = 156$

*EASI\_coll*: 30 items ( $\alpha = >.9$ )

*EASI\_sup*: 30 items ( $\alpha = >.9$ )

WS:  $\beta = .471^{**}$   $R^2 = .218$

EE:  $\beta = .54^{**}$   $R^2 = .288$

WE:  $\beta = .386^{**}$   $R^2 = .145$