

PRAISE/POSITIVE FEEDBACK

Help your employees to know what to do more of, by giving them praise and positive feedback. It's a fantastic way to show what you want to see more of and it can reinforce a positive culture. Positive feedback is not only a focus on results it's also strengthening the relationship to your people. When you praise, it shows that you actually pay attention to them, see their good work, behavior and positive qualities.

Praise causes positive emotions and research in positive psychology show that positive emotions have a broaden-and-build-effect. When you experience positive emotions, your mind functions in a broader and more open way. The broaden-and-build theory suggests that positive emotions broaden our awareness and encourage novel, varied, and exploratory thoughts and actions. Over time, this broadened behavioral repertoire builds skills and resources - so even science shows that praise and positive feedback is important if you want to create a successful organization.

When praising it is important to be authentic - praise because you mean it and because your employee has deserved it. Show interest in your people, spend time to know what they are working on, what obstacles they meet and what progress they are making (e.g. by using the "take 5 " exercise).

Good praise is specific and genuine. Tell why it's meaningful to you, colleagues, the organization, clients, the environment etc.

Also remember to tailor the praise to the recipient. Some will appreciate getting praised in personal, others would love to be the center of attention in your next all hands meeting 😊

You can praise for:

- Results
- Meaningful progress
- Efforts
- Behavior
- Attitude

When you see/hear something good - say something good. Say it personally, in a meeting, on the phone or write it - just remember to do it!

You can even make a list of all your employees and write down the date when last praised. It will also help you know who you actually have spent time to talk to.

YOUR PEOPLE	DATE OF PRAISE