

How To Build A Culture Of Positive Feedback At Work

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Woohoo inc.

H A P P I N E S S A T W O R K

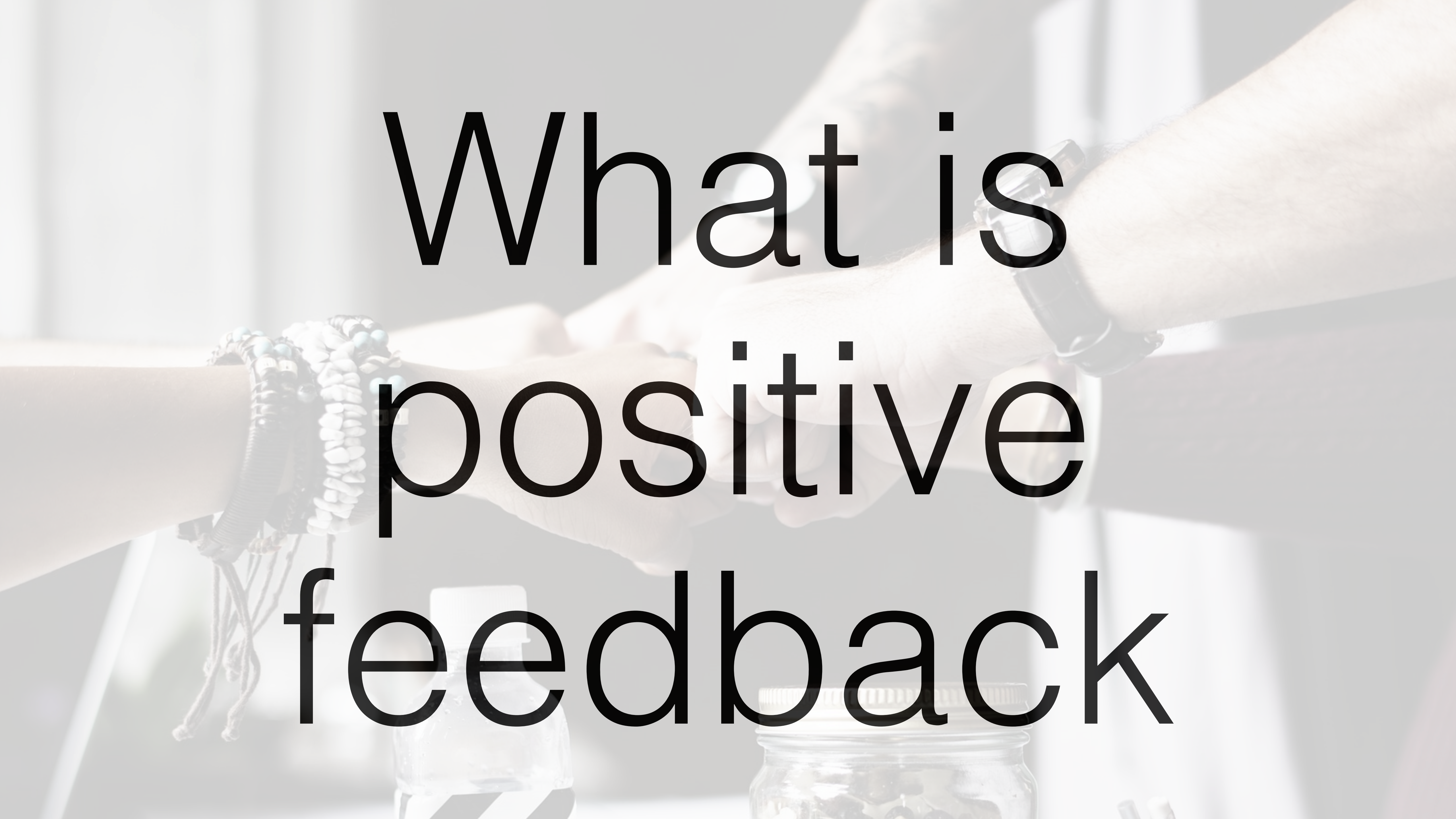
Content

- Benefits of positive feedback according to science
- Why positive feedback is so rare
- How to praise
- How NOT to praise
- Specific ideas from great workplaces

A large crowd of people is shown from the chest up, with their hands raised high in the air. The hands are of various skin tones and are positioned at different heights, creating a dense, textured field of fingers and palms. The background is slightly blurred, showing more people and what appears to be an indoor setting with bright lighting. The overall mood is one of excitement or participation.

ASK

me anything
in the chat

A background image showing a group of people's hands clasped together in a circle, symbolizing unity and positive feedback. The image is slightly blurred and has a soft, warm tone. The text "What is positive feedback" is overlaid in a large, black, sans-serif font.

What is
positive
feedback

Positive feedback is any kind of feedback that highlights what a person or team does well, or their positive qualities.

It's an umbrella term for things like praise, recognition and appreciation.



Think about a situation
where you received
positive feedback at work.

How did it affect you?
Write a comment!



Article

How Best-Self Activation Influences Emotions, Physiology and Employment Relationships

January 2015 · SSRN Electronic Journal

DOI:[10.2139/ssrn.2662057](https://doi.org/10.2139/ssrn.2662057)

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Download citation



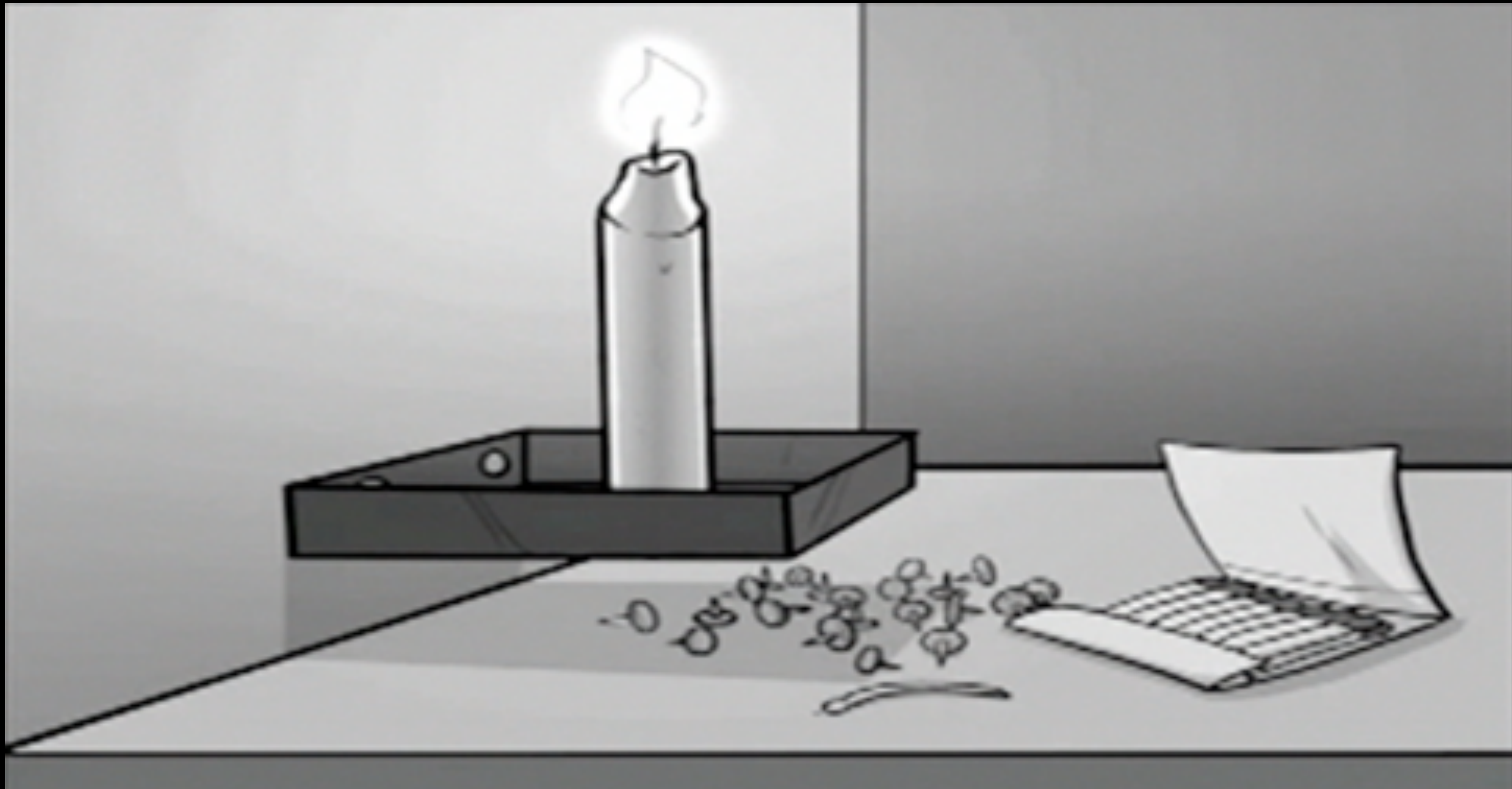
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Citations (24)

References (144)







19%



“Provide specific
examples of times you
have seen the person
at their very best.”

“You are unafraid to be intelligent. You are a wonderful role model for all bright, quick, and articulate women in the world, showing that it is more than ok to be clever.”

51%

Praise at work improves

Emotional state

Creativity

Motivation

Resilience to stress/burnout

Performance under pressure

Employer relationship



“... this type of
feedback is
exceedingly rare.”

Top 3 sources of **bad days** at work

Lack of support from my boss (40%)

Negative coworkers (39%)

Lack of praise or recognition (37%)

Source: Woohoo inc. How common are bad work days and what causes them?





Results Relationships

It is essentially impossible to maintain a **stable, healthy identity** if those around you never see you or only see negative aspects of you.

Source: plato.stanford.edu/entries/recognition/



What about
negative feedback?

Common misconception:

“People learn best when
we correct their mistakes.”

Why Does Criticism Seem More Effective than Praise?

by Linda Hill & Kent Lineback

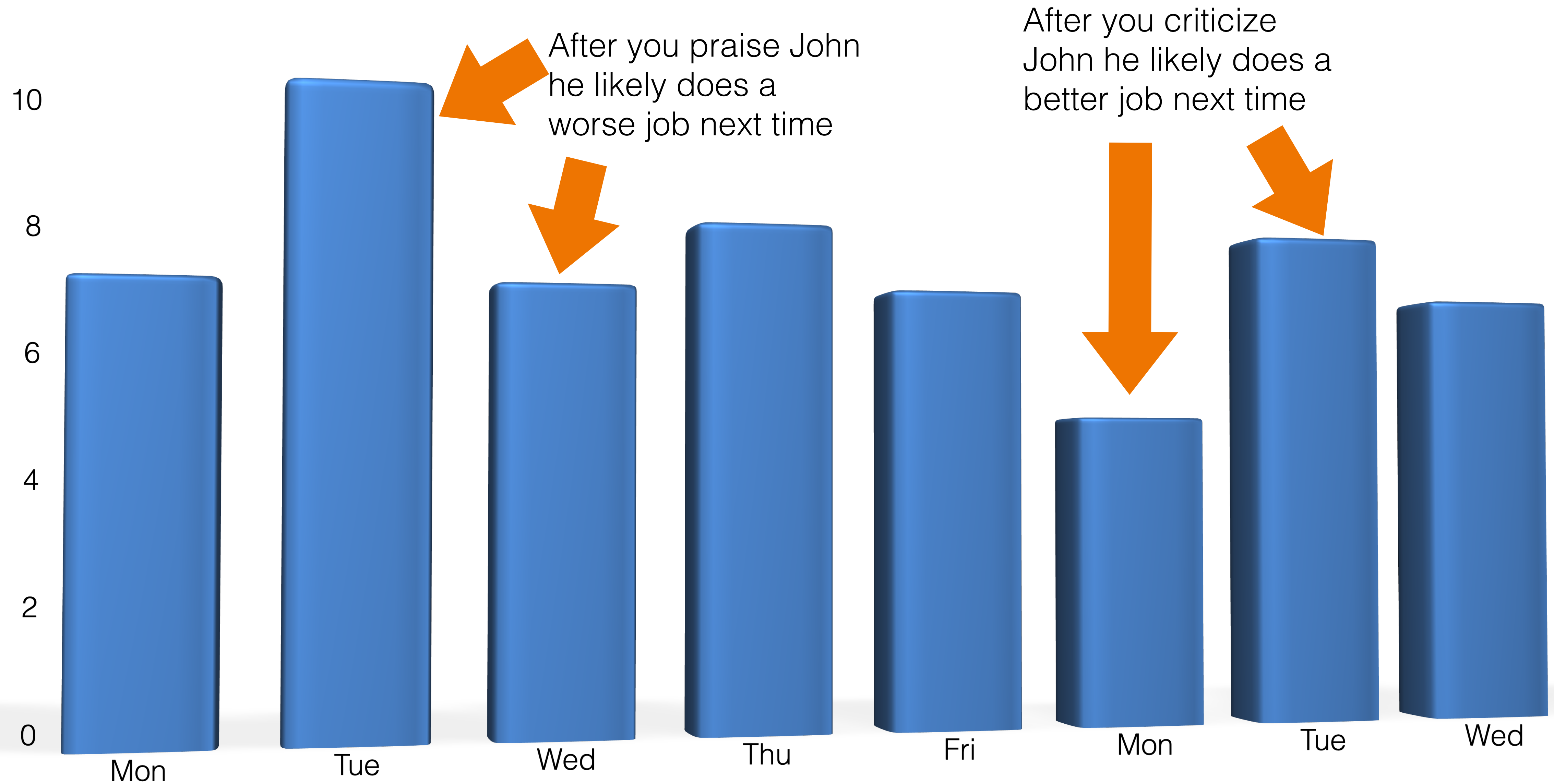
April 05, 2011

When you coach someone or conduct a performance appraisal, where do you tend to focus? Probably on “opportunities for improvement,” right? Sure, you mention some positive things, but we’ll bet you spend much more time talking about faults and shortcomings.

If you do, you’re only human. Paying more attention to what’s wrong isn’t wrong-headed or perverse. In fact, you could say you do it because,



Quality of John's daily work



Regression
to the mean

Give negative feedback

In person

Constructively

Respectfully

At the right time

Negative feedback works
best when a person
invites it themselves.

How **NOT** to give
positive feedback

Sandwich model
Rewards

The problem with rewards

Put the focus on the reward,
not the feedback or the
actions that earned the
feedback.

How do we
create a culture of
positive feedback
in the workplace

Who can you praise

Individuals

Teams

Larger groups

But why not praise...

Customers
Vendors



Hello Daphne,

You are what makes our company extraordinary!!! I am so glad I was able to help you with your order today. I hope your new high heels are serving you well. I am sure you looked amazing at your sister's wedding. I wanted to personally say a big THANK YOU for being our customer!!

Isabella ☺

What can you praise

Results

Effort

Living company values

Helping others

Personal qualities



How to give positive feedback

Genuine

Specific

Meaningful

Tailored to the recipient

Teach managers to
praise employees



Use online
systems or apps



FEATURES

★ Two Superstar Features

🗨️ Feedback Pack

Pulse Check

Personal Feedback

Custom Surveys

Kudos

Private Messages

📊 Engagement Categories

📄 ESG Reporting KPIs

📺 Individual Monitoring

FEATURE

Public Peer Recognition

Kudos For The Whole Company To See

Employees can give and receive kudos, or +1 someone else's praise. The peer recognition is visible to the whole company and is saved in the employee's records, so that it's never forgotten.



Use
physical tokens





Connect the praise
to the workplace's
purpose



51.604.788
godt
gået



Help employees
praise each other



Smile & sell

GLÄDJE

Rosevæg

Bliv RØSEVÆGGLÆSER, starter i første klasse, som er RØSEVÆGGLÆSER, som har det at gøre at rose, og det vil vi gerne ønske dig velkommen til RØSEVÆGGLÆSER.
Du har nu mulighed for at rose din kollega og samtidig vise rosen af venskab.
At en kollega har fået ros. RØSEVÆGGLÆSER kan du finde i receptionen.
Vi glæder os til at se RØSEVÆGGEN fyldt af rosekort.

DJE



Praise yourself





Positive feedback is incredibly **important** - and incredibly rare.

Results **and** relationships.

It takes no time and costs no money. It does take **practice**.



More information



woohooinc.com / positivesharing.com



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H A P P I N E S S A T W O R K

ANYONE

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