



GIVING PRAISE

TIP SHEET



Giving Praise

Is it awkward?

It can be!



Praising others can be awkward when it's not something you're used to, or when you don't feel it comes naturally.

Here's the thing, Giving Praise is not flattery – it's **sincere** and has a **practical & emotional purpose**.



Helpful tips when Giving Praise:

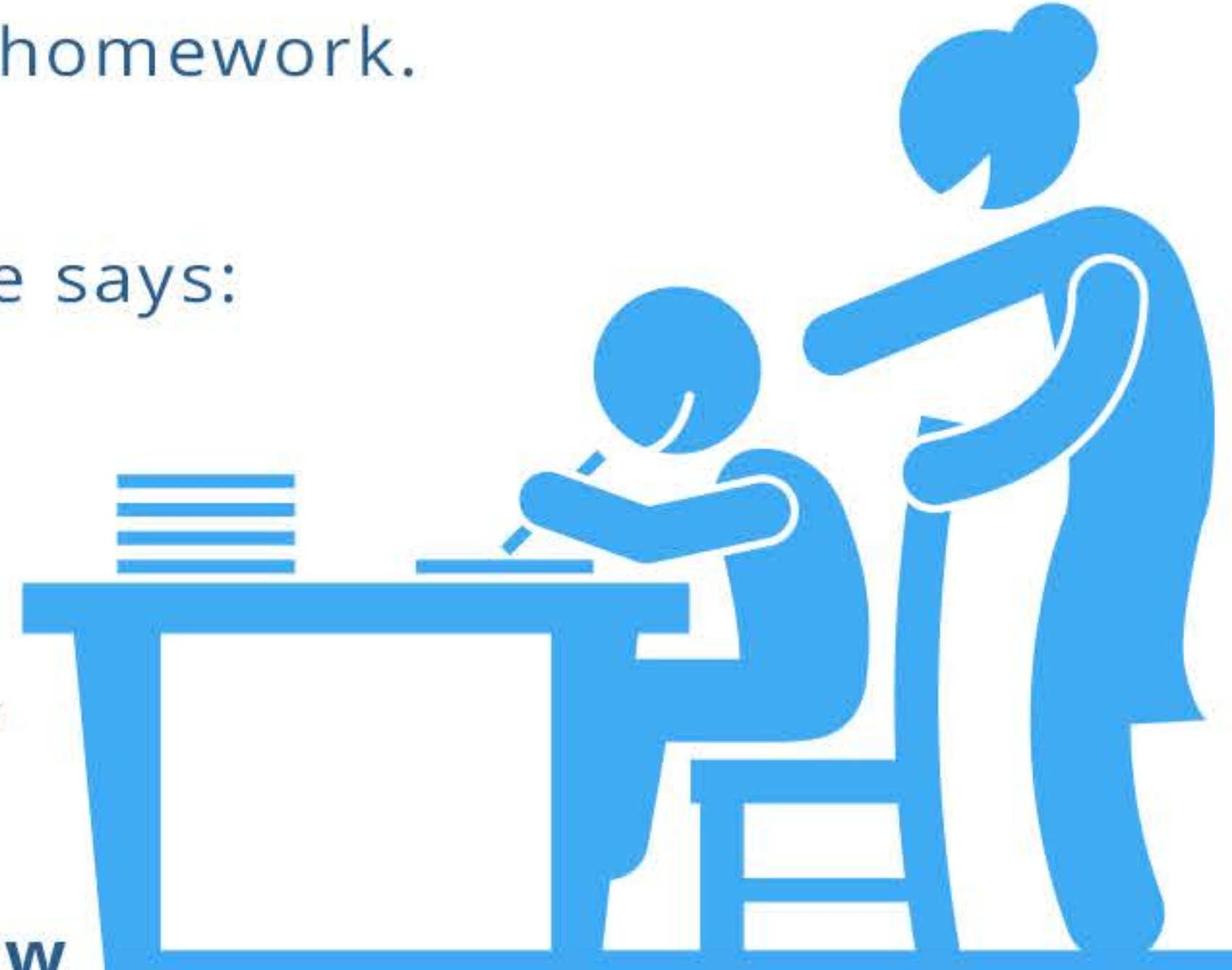
- 1 Think of someone who:
 - you feel **close** with (child / spouse / sibling / close friend) OR
 - feels **neutral** to you (colleague you get along with / shop attendant / gym class instructor)
- 2 Think of something you appreciate, respect, love or like about them.
- 3 Drop it into conversation at a time that **suits you both**.



Someone you're close with:

Charlotte just finished work and is helping her son with his homework. She thought about it earlier and realised he listens carefully when she helps him with his homework.

Now that they're about to finish up she says: "You know how dad and I told you to listen when we speak because it's good manners? Well you've been listening well lately. I'm proud of you."



Charlotte makes sure to remember **how her son responds**. He doesn't say anything but **he smiles** and carries on writing. She can see **he feels good** about her comment.

Someone neutral:

James just finished his cycling class and he was thinking yesterday about how he's getting a lot of benefit from them. Thabo, the instructor, pushes the class hard and keeps everyone motivated.



Before walking out James heads over to Thabo and says: "Great class man! You're good at keeping us motivated. Cheers, See you Thursday."

Thabo laughs and says, "Thanks James - see you then."

Giving Praise doesn't always have to be in-depth or intense.

When the situation warrants it, giving **more insightful praise** can encourage, motivate, support and **help a person grow.**



Here's another example:

Michelle is about to lead a new project at work but is nervous to stretch herself, thinking she may be **out of her depth**. She's feeling a little **unsure**. Karen, her manager, drops off a document outlining one of the protocols for it.

As she does, Karen says, "I was thinking of how you organized that conference last year, it was really **successful**. I remember hearing a lot of **positive** responses from the attendees. **You really do have the right skillset** for this new project."



Michelle breathes out, **feeling relieved**. "Thank you Karen, I **appreciate** the reminder and the vote of confidence."

Just remember when Giving Praise...

- If you mean it, people can tell.
- Repetition is not always helpful for Giving Praise (use when needed).
- Remember to note their reaction / expression afterwards.
- Seeing joy or appreciation can give you confidence to Give Praise again.