



Keyword: Praise

Give Praise More Comfortably and Effectively

by Kevin Eikenberry

Praise is important and most of us don't receive nearly enough of it. In fact, according to a Gallup survey (outlined in the book *How Full is Your Bucket?*) 61% of American workers received no praise at work last year.

61%!

And the #1 reason people leave their jobs is because they feel unappreciated.

Clearly, as leaders we need to get more comfortable in giving praise to others.

Here are five things you can do to be more comfortable and therefore give praise more often and effectively.

Look for it. Be looking, consciously looking for things people are doing well. Too often we miss these things as we look for problems.

Expect good things. Your expectations play a role in the performance of others. Expect good performance, and then when it happens it will be easier to praise!

Make it sincere. We've all received feedback that seemed superficial or not genuine. Don't go through the motions. Give praise when you mean it.

Make it specific. We are typically good at giving very specific negative feedback, but when we give praise it often falls into the "good job" category - not specific and not very helpful to the receiver. Make your praise specific. Let people know why you are praising them and how their behavior makes a difference.

Practice. Want to get more comfortable in praising others? Then praise others more often. Practice the behavior. Using the other four tips on this list will help with your practice, but like any other skill to get better and more comfortable, we must practice.



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