

MODULE 4

PRAISE'S PERVASIVE POWERS



4

PRAISE'S PERVASIVE POWERS

PREP PROMPT

Do you have a particular "praise artifact" that you keep and cherish?
[Like an award you were given, a letter from someone, etc.]

PRINCIPLES FOR PRAISE

- Reward effort and intention
- Be specific
- Be spontaneous
- Be encouraging

CASCADE CHATS

I	II	III	IV
Culture	BSWH	Now	Legacy
Can you describe an example of someone in the US or world being publicly praised?	Can you describe any system-wide examples of individuals or groups being praised?	Make a list of five people on your team you will praise this next work week and why.	How can you be intentional about programming "praise" into your life?

OVERVIEW

L01: Identify the key positive impacts of timely and relevant praise on people
L02: Deploy best practice praising techniques to motivate and encourage people

Engagement Strategy:
Reflection on personal experiences receiving and giving praise. Examine the benefits of praise. Understand principles of effective praise. Plan to give praise in the near future.

Synch Matrix:

	Start	End	Activity	Facilitator Notes
A	0:00	3:30	Main Intro / "Describe" Exercise	Describe things you naturally want to talk about—things you value and admire
	3:30	5:40	Intro to praise	Nate and Geoff describe how praise can be very powerful
B	5:40	9:00	"Reflect" Exercise	Reflect on the impact of a time when you received praise
C	9:00	14:45	5 Benefits of Praise	Increases commitment, improves productivity, reduces turnover, increases persistence, encourages discovery
D	14:45	18:10	"Reflect" Exercise	Good group or individual exercise to recall a time when you praised somebody, and remember the effects
E	18:10	23:00	4 Strategies for Powerful Praise	Effort and Intention > Outcome Specific > General Spontaneous > Scheduled Encouragement > Delegation
F	23:00	26:25	"Apply" Exercise #1	Think of a group or person that might need praise more often and some of the tips Geoff shared that might help in doing so
	26:25	30:30	Review of Praise	Praise can have a long lasting impact on people Praise people at every opportunity
G	30:30	33:00	"Apply" Exercise #2	Think of somebody in your <u>personal life</u> you can praise today
	33:00	33:50	Conclusion	One final example on how praise can go a long way

Sources:
Dweck

DISCUSSION GUIDE

- A**
1. What are some things you naturally talk about without being prompted?
 2. What do you value and admire?



- B** A TIME YOU RECEIVED PRAISE
1. What were you doing?
 2. Who praised you?
 3. What was the impact?



- C** 5 BENEFITS OF PRAISE
1. Increases commitment
 2. Improves productivity
 3. Reduces turnover
 4. Increases persistence
 5. Encourages discovery

- D**
1. Can you recall a time when you praised someone and it made a difference?
 2. Whom did you praise?
 3. How did you know it made a difference?
 4. What lesson, if any, did you learn from that incident?



DISCUSSION GUIDE

E 4 STRATEGIES FOR POWERFUL PRAISE

1. Effort and Intention > Outcome
2. Specific > General
3. Spontaneous > Scheduled
4. Encouragement > Delegation

F ANSWER THESE QUESTIONS

1. What individual or group would you like to praise more?
2. How can you use these strategies to offer that praise?
 - Reward effort and intention
 - Be specific
 - Be spontaneous
 - Be encouraging



G APPLY WHAT WE LEARNED

1. Who is someone in your personal life you can praise today?
2. Take this time to send them a message of praise.



TAKE-AWAYS

INSIGHTS:

ACTIONS:

4

CASCADE CHATS

These exercises are meant to deepen the learning and experience between modules for participants and their teams. Use blank spaces to record your personal responses prior to discussions. Update your notes based on the conversation.

I	Culture	Can you describe an example of someone in the US or world being publicly praised?	
II	BSWH	Can you describe any system-wide examples of individuals or groups being praised?	
III	Now	Make a list of five people on your team you will praise this next work week and why.	
IV	Legacy	How can you be intentional about programming "praise" into your life?	