

Health PEI

WAYS TO MOTIVATE YOUR TEAM MEMBERS THROUGH PRAISE



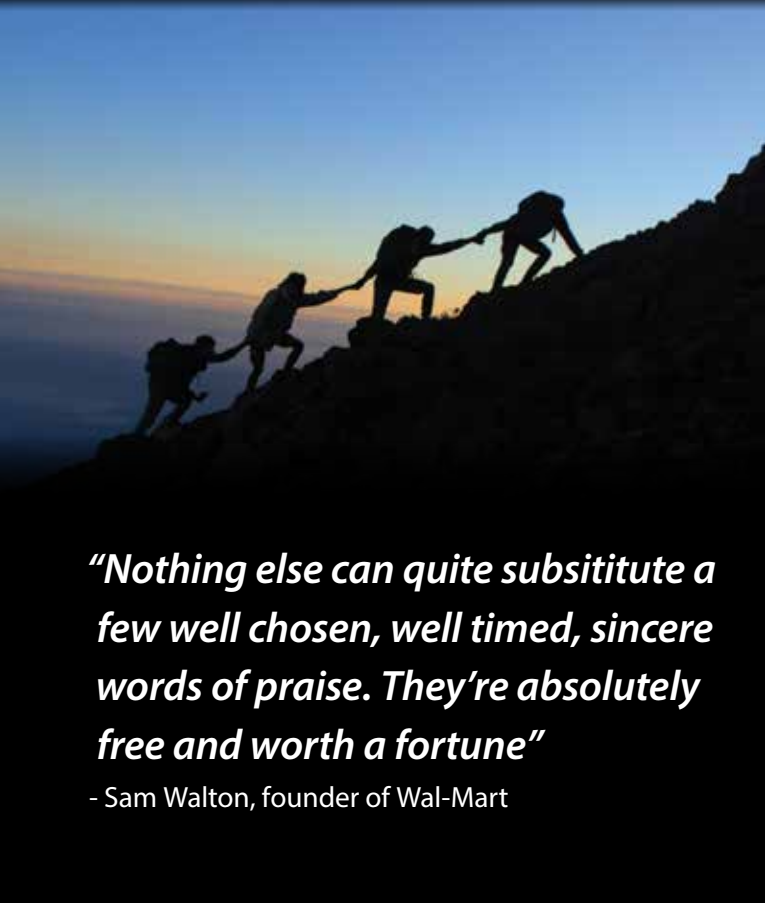
YOUR PRAISE SHOULD BE FREQUENT

When you don't praise your team regularly, they don't know where they stand with you. As a manager, what you don't say can be as important as what you do. You'd be amazed how your team members can make up stories and worst case scenarios based on limited information like your demeanor in a meeting, or a face you made in passing.

YOUR PRAISE SHOULD BE SPECIFIC

Researchers found that the highest driver of work engagement was whether workers felt their managers were genuinely interested in them and their well-being. This underscores the importance of giving personalized and meaningful feedback to your team members. When you take the time to provide specific and detailed praise to your team members, they will feel valued and appreciated, and it will motivate them to continue to perform at their best.

94% of workers feel valued by their companies when they receive feedback weekly or monthly (respectively.) Unfortunately, feeling valued takes a significant hit once you slip into quarterly and yearly recognition. We should strive to build a weekly habit where we reward good work often.



YOUR PRAISE SHOULD BE STRATEGIC

Now that you know how important praise is and the structure of good praise, it's time to get strategic about it: Use praise to develop your people. Pick something each person on your team could use to improve on, or a skill you want them to add. Work with them on it and any time you see them make improvement or do something great, praise them specifically for it. You will see them light up and keep getting better at it until they're at the level you want or even greater.

EXAMPLE OF SPECIFIC AND DETAILED PRAISE

Thank you for your presentation today. You took a very complex issue, communicated your information clearly and concisely, made sure everyone understood the problem and your proposed solution to fix it. I could tell in the room and after the meeting that everyone was impressed with your presentation. I appreciate your hard work and efforts to prepare the presentation. You're a vital asset to this team.

"Nothing else can quite substitute a few well chosen, well timed, sincere words of praise. They're absolutely free and worth a fortune"

- Sam Walton, founder of Wal-Mart