The PRAISE Loop

P

PRIME YOUR MINDSET

Regularly list the things you're grateful for, which activates your brain's reward pathways. This shifts your mindset and leaves you more positive, resilient, and compassionate toward those around you.

R

REACH OUT TO LEARN

When faced with potentially negative events or behavior, assume good intent and seek to understand. This helps resist the brain's emotional tendency toward blame while working to uncover the facts.

A

ACKNOWLEDGE ACTIONS

When responding to ideas and contributions of others, use "Likes, Concerns, & Suggestions" for constructive feedback. Begin with what you like, and for each concern, be sure to offer a suggestion.

I

IDENTIFY WHAT MATTERS

Be specific. "Nice job!" is helpful, but letting people know what specifically they've done well will reinforce the right behaviors and practices.

S

SPEAK FROM THE HEART

Make it personal—What does this person add to the mix? Be authentic. If you don't usually give praise, you might worry whether it will sound genuine. Be honest since people can tell anyway.

E

ENGAGE FREQUENTLY

Acknowledgement and praise should be frequent. Make a habit of recognizing people often—weekly or daily. Remember, when people don't hear something good, they assume the worst.

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