

Question of the Week – June 16, 2019



What happens when praise backfires?

Praising others should not be hard to do but like anything else sometimes it backfires. Some provide advice such as “more positive praise isn’t always better” so how do you apply this? For starters, praise should match the effort and results but this is easier said than done. How, then, do you avoid misusing praise? A. Corral

Leader Talking Points

Opportunity: Team-Building Activity

- a. Ask team members for examples of praise outside of work.
 - 1) Volunteer of the Year: Recognition for community work.
 - 2) Spouse: Positive feedback on a well-done project at home.
 - 3) Other.

Discussion Points

- a. Ask your team for examples of praise at work.
 - 1) Employee of the Month: Recognition for outstanding performance.
 - 2) Awards for Top Achievements: Paid vacations to exotic locations.
 - 3) Other.
- b. Ask your team for ideas on how to avoid misusing praise at work.
 - 1) Inflated Praise: Positive feedback not matching effort and results.
 - 2) Praise Paired with Negative Feedback: Will not be received as praised.
 - 3) Other?

Team Challenge Activity

- a. Ask the team to offer one or two areas when praise has been an issue.
 - 1) Example: Identify a situation where praise produced unintended negative reactions.
 - 2) Solicit ideas on how to address this issue on a team level.
 - 3) Ask for a volunteer to take the lead to work with the manager and team on the selected opportunity and report back to team on next steps.