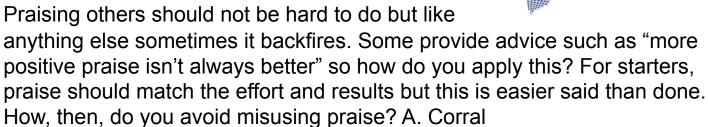
Question of the Week – June 16, 2019

What happens when praise backfires?





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

- 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.

