

Wroten & Associates

July 2016 Leadership Insight

Meaningful Praise in the Workplace - Worth Repeating!

"Praise invariably implies a reference to a higher standard" -- Aristotle

Does your workplace have a good culture of recognition for a job well done? Everyone of us wants affirmation, and praise is one of the easiest and effective ways to affirm the hard work of others. How often do you show your appreciation for people who are performing well? Many of us don't give enough praise in the workplace, but we all love to receive it for recognition of a job well done.

The importance of providing praise for an organization's success has been shown in numerous studies performed by management experts, psychologists and neuroscientists. Research has also indicated that praise causes a chemical reaction within us. When we hear something that we like or that pleases us, a burst of dopamine is released in our brains. Dopamine is a neurotransmitter and it is associated with feelings of satisfaction, well-being, joy and pride.

Praise is telling someone that you are recognizing that they have done something positive. Praise has to be meaningful and earned! It can be given in many forms; positive feed back, a complement, a thank you note, thank you gifts, unexpected time off, or just acknowledgement in front of peers.

How do we make sure the way we give praise to our employees is effective so that they understand how much we value and appreciate their contributions? Perhaps the most important way to give effective praise is by being **sincere**. Sincere praise helps you develop good work relationships with employees and colleagues. Don't make things up. Look for good things when they happen. Make sure you give praise in a **timely** manner. Don't wait too long to give it or you will lose the desired positive impact. Be **specific** when giving praise by describing the behavior, or action and why that behavior or action was a good thing. **Praise often**, the more you praise others, the quicker they learn what is important to you as a leader and what is important to the organization. Remember, to maximize the effectiveness of praise, it is important to focus on delivering the message in a sincere and meaningful manner.

So, instead of looking for things that are going wrong, which most of us do, actively look out for things that are going right and show your appreciation to those who are performing well.

Wishing you a positive and insightful month!

Positively provided to you by: Wroten and Associates and Marilyn W. Allemann, LCSW, CPC

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