

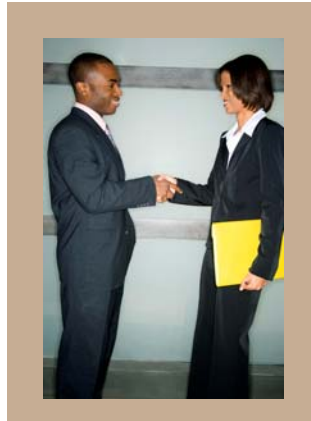


# The Leadership Institute

*Lighting the Way*

## POWER OF PRAISE

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# THE POWER OF PRAISE

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## PERSONAL STORY

### Embrace the Vision

“If you were to write down all the possible ways to motivate people to do better work, friendly praise would have to come near the head of your list.”  
Hannah Whitall Smith (1833 - 1911)

“Failure to accord credit to anyone for what he may have done is a great weakness in any man.”  
William Howard Taft

## **NEW WAY OF LEADERSHIP – GETTING THE BEST FROM THE PEOPLE YOU LEAD**

1. Structure to people
2. Praise vs. Flattery = Motivation vs. Manipulation
3. Maintaining trust through integrity
4. Leveraging Potential and Engaging Commitment
5. Self Praise

## Know Thyself Honor (Respect, Acknowledge) Others

### **From Structure to people – Using empowerment to profit**

- Reduces the turnover rate
- Increases moral
- Creates a commitment to the company

### **Praise vs. Flattery – understanding the difference**

Flattery is praise insincerely given for an interested purpose.  
Henry Ward Beecher (1813 - 1887)

Flatter me, and I may not believe you. Criticize me, and I may not like you. Ignore me, and I may not forgive you. Encourage me, and I will not forget you. –  
William Arthur Ward

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## Motivation vs. Manipulation

1. What are your motives?
  - Is it for the betterment of the company and the individual?
  - Is it to get something for yourself, or make YOUR job easier?
2. Understanding your potential filters and how they could skew your message.
  - Memories
  - Expectations
  - Environment
  - Attitude
  - Beliefs
  - Values
  - Past experience
  - Mood
  - Intelligence
  - Age
  - Language and vocabulary

## Maintaining trust through Integrity -

When you praise someone you call yourself his equal.

- Johann Wolfgang von Goethe

Allowing people to see your human side creates a bond and a mutual respect. There is a fine line where trust in your leadership may be lost if you are “too human”. The goal is to gain respect through your strengths, and accomplishments. That is why people will follow you. To acknowledge you have “been there and done that”, and that you have challenges as well, builds healthy relationships.

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## Leveraging Potential and Engaging Commitment

Consider carefully before you say a hard word to a man, but never let a chance to say a good one go by. Praise judiciously bestowed is money invested.

George Horace Lorimer (1867 - 1937)

Our praises are our wages.

- William Shakespeare, The Winter's Tale  
(Hermione at I, ii)

A group becomes a team when all members are sure enough of themselves and their contributions to praise the skill of others.

unknown

## When **CONSTRUCTIVE** criticism is **NECESSARY**

"I praise loudly, I blame softly"

Criticism is more effective when it sounds like praise.

Arnold H. Glasow

Praise does wonders for our sense of hearing."

Arnold H. Glasow

To belittle is to be little. –Unknown

Unknown

## In your own life.....

1. Avoid negative self talk
2. Praise yourself at the end of the day.
  - a. Verbally (affirmations or appreciations)
  - b. Journal your thoughts
  - c. Personal rituals
3. Empowering reflections
4. MANIFEST