

Personalizing Praise

Receiving recognition can relieve stress and release dopamine, which can help anyone feel more positive, motivated and engaged!

Estimated Time: 10 minutes



Instructions

1. Bring the recognition strategies template (on the next page) to a team meeting.
2. Review the different options with attendees.
3. Ask each person to share their preferred styles one at a time.
4. Add their initials next to the strategies that resonate most with them.
5. Save a copy of the document and email it out to your group so they can use it when praising colleagues.

Receiving Recognition

Celebrate others in ways that connect to their personal preferences. If you aren't sure about their inclinations, ask which Behavioral approaches resonate most and craft your message in a way that honors each of the Thinking Attributes.

ANALYTICAL	Efficiently	Imaginative	CONCEPTUAL
	In writing	Visual	
	Align their impact to overarching objectives	Tie their work into the organization's big picture vision	
STRUCTURAL	Timely	In person	SOCIAL
	Provide specific points relative to the task	Empathetically	
	Make connections between their work and its practical benefits	Speak to the way their actions positively affected others	

1/3 ← **EXPRESSIVENESS** → **3/3**

Deliver your message one-on-one Deliver your message publicly

1/3 ← **ASSERTIVENESS** → **3/3**

Provide recognition at a predetermined time (e.g., a meeting) Recognize them immediately following their actions

1/3 ← **FLEXIBILITY** → **3/3**

Celebrate them when they have a pause in their schedule Offer your thoughts at any time; they don't mind an interruption