

The Power of Praise Ed Talk



Colorado League of Charter Schools
2023 Leadership Summit

The Power of Praise

Suspend Your Disbelief and Harness its
Motivating and Sustaining Effects.



**Praise is the most
underused &
misunderstood form of
*feedback.***

~ El, Jones, & Vari

Specific Praise and Recognition

Increased Productivity, Engagement, and Satisfaction



Praise Statement

Begin with strong praise opening that combines a general statement like, "well done" with appreciation and recognition.

Be Specific

Specificity helps employees understand which aspects of their work are being recognized, valued, and appreciated.

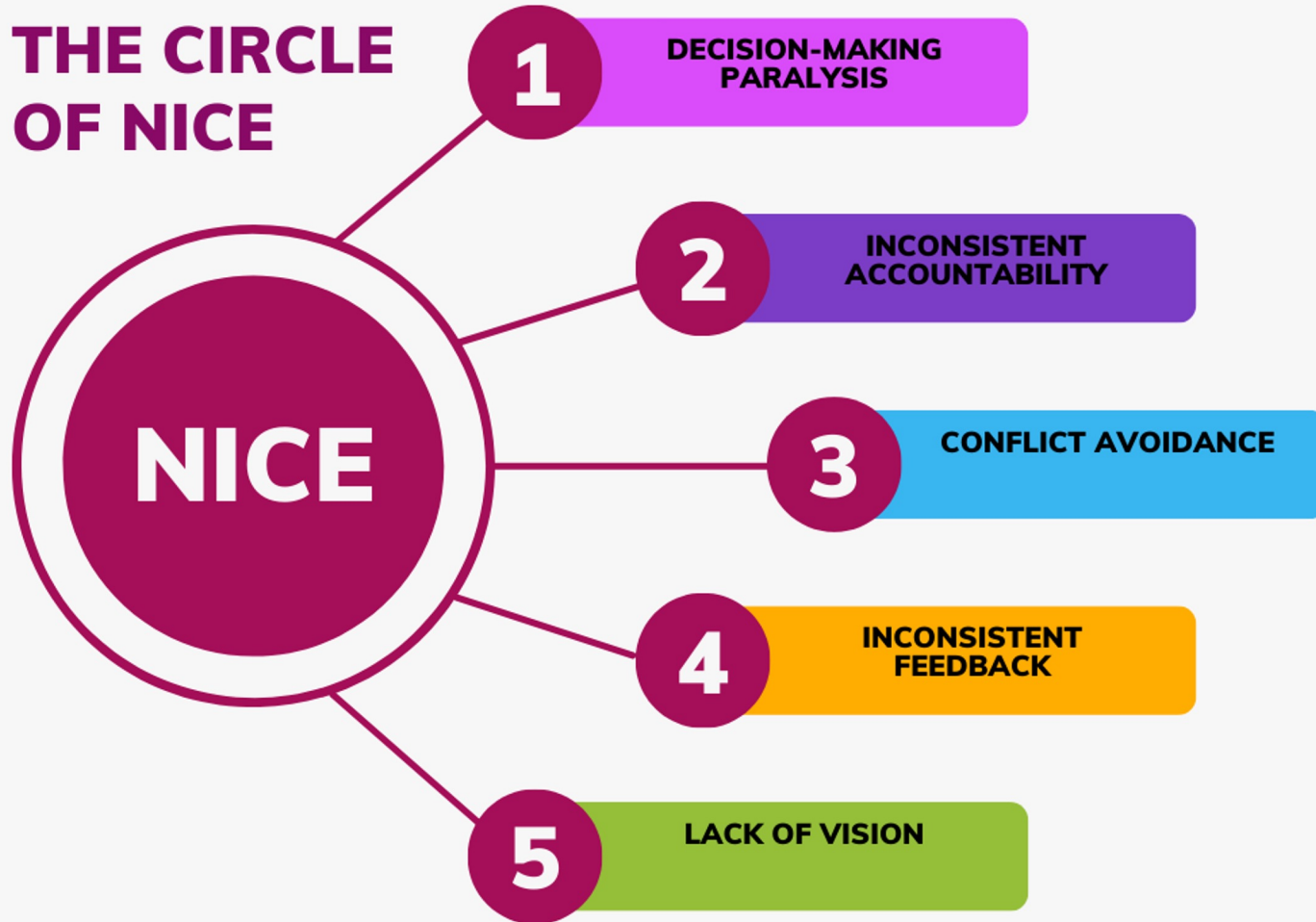
Provide Rationale

Rationale reinforces the employee's beliefs in their abilities, which increases self-efficacy. This also encourages them to replicate and build on their successes for the future.

Close the Loop

End with a direct statement of thanks that recognizes effort, skill, learning, and/or growth.

THE CIRCLE OF NICE



How is specific praise different than just being NICE?