



*Diploma Delegates*



*Performance Enhancement*

# Engagement Through Positive Feedback

Article - 10 min read & content links



This article provides a curated selection of hints, tips and ideas for managing performance through positive feedback and recognition. It contains thoughts from some of the World's leading experts on engagement that you can practically try to impact upon the performance levels of your area of responsibility.





## Praise is Absent and Feedback is Corrective

For a multitude of reasons the process of giving and receiving feedback in the workplace has become focussed on corrective action, but, there is a place for us when managing performance to use positive feedback to better recognise our colleagues and positive feedback will make your team feel valued and appreciated, but to make it really work, it must be done in a way that matters. Not everyone will respond to a generic "good job" or a "thanks". You need to say it in the right way and at the right time to get the best results. Here are some curated links to content that provides some interesting views on the importance of praise, recognition & positive feedback.

## Laura Trice – Remember to Say ‘Thank You’

In this TED Talk Laura asks some questions to consider about the culture of praise & positive feedback. Have we asked our colleagues and team members “what do you need?” Are we creating a culture where they feel they can give us the critical data about themselves and how they want to be praised?

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## Doug Conant – Secrets of Positive Feedback

Doug Conant is famous for his work at Campbell Soup building an engaged workforce. In fact, we looked at some of his thoughts in the “What Does a Great Leader Look Like?” module. In this article for the Harvard Business Review Doug offers three practical tips for improving your recognition practice from his own experience.

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## Forbes – Employee Recognition

In this Forbes article you will find an overview of some key trends in organisational recognition practice the journalist has developed from his research. There is also a short summary of the reasons behind why good recognition & positive praise is important to individuals.

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