




# PRAISE

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An Extract From The Book 'Think About It', By: **Mosi Dorbayani**

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The Key to developing people is to catch them doing something right.

And when you catch them, you are recommended to do the followings:

1. Praise them as soon as you catch people doing something right and do not hold your praise for later or just record it in your head for a suitable time later. You should deliver it immediately and right on the spot.
2. Be specific, praise the job and the doer of the job both. Do not tell them general things that what they did was super. Be specific and say this work (whatever it is) is really a good job, absolutely and nicely done, and appreciate it with your utmost gratitude and praise by thanking the doer with your best praising words.

3. Share your feelings, you should tell them for what they have done right you are really feeling proud. Tell them their contribution really made you and management feel good.
4. Encourage them to keep up the good work and continue their good performance.

All the above should be on a daily basis, not on any specific day of the week, month, year or even specific hour.

Bear in mind that in transaction analysis, we have two kinds of 'stroke,' which is a kind of recognition:

- 1) 'Stroke for being', i.e., greetings, saying hi, nice to see you, how are you. By these we want to be nice to them and they be nice to us. Of course this is not very motivating.
- 2) 'Stroke for doing', i.e., patting someone's back for doing something well, which is a long-running motivator and a gesture of praise.