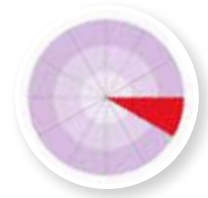


EMPATHIZE

Complimenting



Complimenting is one of the Empathize style behaviors in the Sphere of Influence 360°.

Why be more generous with compliments? Because greater appreciation leads to

- Improved communication,
- Better relationships, and
- More fulfillment.

In this exercise, we will challenge you to be a better complemter so you can comment on a great performance, wonderful personality, or solid reasoning the next time you're at work.



“I can live for two months on a good compliment.”

- Mark Twain

Ingredients for a good compliment

A truly good compliment is made up of several key ingredients. Here are a few tips for delivering constructive criticism that genuinely means something:

Compliment small but worthwhile things

There's no need to save your compliments for ground-breaking achievements. A genuine compliment – even on something seemingly trivial – can often express your admiration for something bigger.

Expect nothing back

A genuine compliment has no hidden agenda. When you commend, praise, or flatter someone simply because it's warranted, your words become more meaningful, and you may just be making their day.

Be genuine

It sounds obvious, but sincerity is the key to a compliment that will build your relationships. If you don't mean what you say, others will begin doubting your intentions, and they'll have a hard time believing you the next time around.

Make clear what you're complimenting

Use details and be precise when expressing admiration or appreciation. Your message is more personal and helpful to others when you specify what you're referring to. For example, "Nice work in that meeting" might become "Your presentation was inspiring because you spoke with real confidence."

Say it; don't save it

We hold back more often than we may realize. Commenting on the positive things you think or observe when you notice them will put that information out in the world. It can save your employees and colleagues a lot of guesswork in the long run while motivating them to up their game.

Exercise 1: Collect compliments

To prepare yourself and practice giving compliments, we ask you to reflect on a coworker's or colleague's positive qualities and strengths:











- Think of a coworker or colleague.
- Collect 10 genuine compliments you could give them. Write them down in the table on the next page.

Important: It is important that you think of 10 compliments. Take your time, and don't stop until you have all 10! Observe people at work and spot more positive qualities and strengths to complete the list. You could even ask other colleagues for help finding more positive traits.



Name of coworker/colleague _____

Positive qualities and strengths of this person:

Once you're done thinking of compliments for coworker or colleague 1, continue the same steps for your other coworkers or colleagues.

Exercise 2: Give compliments

Start commenting on the positive things you think or observe as soon as you notice them! You will find some inspiration for more general compliments in the speech bubbles below.

Good luck!



Evaluation:

How did your attempt to give compliments work out?



1



2



3



4



5

What did you learn? What insights did you gain?

What went well? What would you repeat?

What can you do to improve your performance?

What is your next step?