

THE MORALE FAIRY'S NEWSLETTER

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This installment of The Morale Fairy's newsletter features part two of the series, "Putting S.P.R.I.N.G. in Their Steps Puts a Spring in Yours." Last time the focus was SMILE. This issue looks at PRAISE.

PRAISE

Praise is defined as the expression of approval, commendation, or admiration. As human beings we seek and appreciate the praise of others, especially of those we esteem.

Somehow, over the last 30 years or so, it seems that we are often reluctant to praise others. People often feel invisible – that their contributions are not appreciated. In some cases we're afraid to praise our superiors – we don't want to be viewed as "brown nosing" or "sucking up." Many 'experts' insist we shouldn't praise others for doing what is expected of them. One businessman told me he didn't praise his employees because then he couldn't criticize them at evaluation time. The satire of several popular comedy shows seems to encourage the ridicule of people, laughing at their mistakes and making fun of being nice or wholesome. In the process, morale in our society has done a nosedive.

It is so easy to see the negative – what needs to be 'fixed.' With our children we often focus on the one or two B's on a report card instead of the gaggle of A's. Instead of congratulating the employee who is at work on time consistently some bosses gripe and criticize the rare occasion the person is late. The team players who put in extraordinary time and effort getting projects accomplished are barely noticed.

We often treat ourselves the same way. Many of us are extremely self-critical and 'beat ourselves up' because our perfectionism has such high expectations that we don't meet. Instead of congratulating ourselves for what we do right, we focus on what we didn't do or what we shouldn't have done. Often we don't even see our own strengths.

By acknowledging what **we** do well can raise our own self-esteem and keep us working toward positive achievements. But we can also raise our personal morale by praising others. Many employees cite public recognition as one of the most important things that an employer can offer. Saying a simple, 'thank you' can do wonders for morale! Intentionally look for the good things people do. By looking for what's right and recognizing even 'baby steps' we can make morale soar, at work or at home. In the business world employee retention, workplace morale and a positive company

reputation can be some of the benefits of praise. Express approval, commend what's done right and openly admire the efforts of others – your morale will soar, too.

QUOTES

"If you train your mind to search for the positive things about other people, you will be surprised at how many good things you can observe in them and comment upon." — *Loy McGinnis*

There is more hunger for love and appreciation in this world than for bread." *Mother Theresa*

There are high spots in all our lives and most of them have come through encouragement from someone else. I don't care how great, how famous or successful a man or woman may be, each hungers for applause. *George Matthew Adams, author*

"Nothing else can quite substitute for a few well-chosen, well-timed, sincere words of praise. They're absolutely free — and worth a fortune." — *Sam Walton*

"The best way to cheer yourself up is to try to cheer someone else up." *Mark Twain*

"The finest gift you can give anyone is encouragement. Yet, almost no one gets the encouragement they need to grow to their full potential. If everyone received the encouragement they need to grow, the genius in most everyone would blossom and the world would produce abundance beyond the wildest dreams." *Sidney Madwed {American Speaker & Poet}*

"There is no investment you can make which will pay you so well as the effort to scatter sunshine and good cheer through your establishment." — *Orison Swett Marden*

Simply put, if you want to feel good and be as effective and efficient as possible, talk to yourself in a positive manner. This requires seeing the positive side of situations and people, not just the negative. *Scott W. Ventrella The Power of Positive Thinking in Business*

BOOK RECOMMENDATIONS

Now, Discover Your Strengths (Marcus Buckingham and Donald Clifton)

Whale Done! : The Power of Positive Relationships (Ken Blanchard)

RESOURCE

http://www.nfib.com/object/IO_29082.html

SMILES:

A guest was asked to dinner by one of his friends, who he knew was an unkempt housekeeper. When he sat down at the table, he noticed that the dishes were the dirtiest that he had ever seen in his life.

"Were these dishes ever washed?" he asked his hostess, running his fingers over the grit and grime.

She replied, "They're as clean as soap and water could get them."

He felt a bit apprehensive, but blessed the food anyway and started eating. It was really delicious and he said so, despite the dirty dishes.

When dinner was over, the hostess took the dishes outside and yelled to her pets, "Here Soap! Here Water!"

Personnel Policies – Time to Review Them

from Terry Herring (terry@tcherring.com)

From our friends at Personnel Policy Service, we have one of the best discussions of the importance of having written personnel policies that we have seen. The article is entitled: "Why Written HR Policies Limit Liability."

Did you know that if you have from one to fourteen employees in your business, you are subject to THIRTEEN (14) Federal laws? If the number of employees rises to just 15 employees, the number of Federal laws impacting your business rises to 16!

If you have written HR policies, now might just be the right time to review them for currency and conformity with Federal, state and local statutory requirements. If you don't have written HR policies, now might just be the right time to put your policies into written form.

