

Resilience Spotlight

NGB Ready & Resilient Schoolhouse



MRT Skill: Effective Praise & Active Constructive Responding

What is the skill?

Effective Praise allows us to identify what worked in order to build mastery and create winning streaks. Using Active Constructive Responding (ACR) when others share a positive experience with us allows us to strengthen our relationships and build trust.

What competency does the skill build?

Effective Praise and ACR builds the competency of **Connection** by using positive, effective communication to talk about the good things with those we care about in order to strengthen our relationships and show support.

Praise more Effectively

Based on research by Carol Dweck

When we criticize someone we care about, we're usually specific about what they did wrong and we provide advice on how to correct it. This kind of criticism helps others learn from mistakes and improve.

Effective Praise applies the same principles we use to make our criticism effective to the way that we bring attention to something that was done well.

To use Effective Praise

Name the process, strategy, or behavior that led to the good outcome.

Instead of "Nice job" or "Keep up the good work" add more detail about what worked.

Benefits of using Effective Praise

- Shows you were actually watching
- Demonstrates authenticity
- Builds winning streaks — encourages them to continue the effective behavior
- Builds trust and strengthens the relationship

How we respond to good news matters

Based on research by Shelly Gable

There are four ways we can respond when someone shares good news, but only one style of responding actually builds our relationships.

When we **respond actively and constructively**, we can demonstrate we care and build trust — just by showing interest and simply *being there* for the other person.

	Constructive	Destructive
Active	<ul style="list-style-type: none"> • Authentic interest • Elaborates the experience 	<ul style="list-style-type: none"> • Squashing the event • Negative Focus
Passive	<ul style="list-style-type: none"> • Distracted, understated support • Conversation fizzles out 	<ul style="list-style-type: none"> • Ignoring the event • Changing the conversation to another topic

Apply it

Be deliberate in the way you communicate with those you care about when good things happen.

Be on the look out

Look for opportunities to use Effective Praise or Active Constructive Responding. Notice when someone does something well and provide specific praise for what went well. Recognize when someone is trying to share good news with you, and capitalize on the opportunity to build the relationship by showing authentic interest and asking a few questions. Don't let these moments pass you by!