

Encouragement vs Praise

Materials needed:

- Encouragement/Praise sample statements
- One Minute Inservice Handout
- Yellow notepad (provided)
- Joshua vignette

Directions:

In your small group, please read the encouragement vs praise description below to explore the power of encouragement. A sample grid has been provided to help you discern the difference between 3 feedback strategies. Within your group, choose 3 members to play the role of students. Assign 1 of the students the identity of Joshua, and read –aloud the Joshua vignette. As a group, prepare 5 statements from each of the feedback strategies (**5 praise, 5 encouragement, 5 judgments/criticisms**) and write each statement on a separate notepad sheet of paper.

When it is time to present to the large group, have each of the 3 students stand side-by-side in a line and have 1 member of your group read-aloud and pass out the statements down the line. Make sure to assign 1 student the 5 praise statements, 1 student the 5 encouragement statements, and Joshua the 5 judgment/criticism statements.

Invite the volunteer students to say 1 or 2 sentences about what the experience felt like from the perspective of the student receiving the feedback. Questions for reflection: Did they want to trade statements? What was different between the styles of feedback? Did the feedback feel intrinsic or extrinsic? Did the statement build or tear down self-esteem?

Finally, choose 1 person in your group to read-aloud the handout on “One Minute Inservice” to the large group.

***** Remember to take care of yourself. Vicarious trauma is real. *****

Encouragement vs Praise

Praise Statement	Encouragement Statement	Judgment/Critical Statement
Good job	Your cooperation made my day easier	You can do better
I think you're so smart	I care about you	You are smarter than that
I'm so proud of you	You figured it out for yourself	I am disappointed in you
You are a good student	Can you tell me about your work	You are not giving it your best
You did it better than anyone else	How do you feel about your work	You always.....
I like the way you are sitting quietly	Look how far you have come	You never.....
Your work is great	You can decide what is best for you	Don't you want to be like.....
You did it just like I told you	It took courage to tell me that	Everyone else is....except for you
I wish the others could be like you	I noticed.....	You need to rise to your potential
You are the best student in the class	I appreciate.....	Why can't you.....

Praise statements: Are typically positive in nature, however the emphasis is usually on the person giving praise (how the giver feels, what the giver thinks) and may not be in alignment with the receivers thoughts and feelings. It is not necessarily damaging to give praise, just know that it is subjective and may not have the intended effect.

Encouragement statements: Are similar to praise statements, but distinguishes the giver as sharing their own personal feelings and or thoughts, whether or not they are congruent with those of the receiver. The sentiment does not necessarily have to be shared by the receiver in order to be authentic and effective. Encouragement invites the receiver to reflect on the statement through his/her own lens.

Judgment/Critical statements: Can take the form of manipulation, coercion, or insult and often leaves the receiver feeling bad, or even resentful.