

# Encouraging Concepts Associates

Human Resource Managers

## THE ART OF ENCOURAGEMENT

### ENCOURAGEMENT

versus

### PRAISE

- directed at the process
- speaks of the person
- is specific
- is for everyone
- any time, any place, any one

- is directed at the product
- is about the object
- is general and vague
- is for the “chosen few”
- after product completed

### TIP #1 “And you know what I like...”

Helpful hints:

Buckshot encouragements  
75% communicated nonverbally  
Addresses our NEED to feel valued, trusted  
Respected, wanted

### THREE TECHNIQUES THAT OTHERS WILL USE TO DISCOURAGE US FROM ENCOURAGING THEM

1. “Aw shucks”                      A feeling of embarrassment in them and in us  
*You will recognize this technique because you feel uneasy*
2. Suspicion                              A feeling that there is a string attached, something expected in return  
*You will recognize this approach because you will feel annoyed, angry*
3. Rejection                              Putting themselves down and rejecting what you are saying and what you have attempted to do to encourage them. They are rejecting you.  
*You will recognize this technique because you will feel hurt, rejected.*

**TIP #2 “Encouragement is FREELY GIVEN AND GIVEN FREELY**

Freely given – you choose to give the encouragement of your own free will

And

Given freely – No strings attached, nothing is expected in return.

**TIP #3 BOAST AND BRAG**

- Not about what people DO . . . but who they are
- Recognize people for the way that they do things and conduct themselves rather than the things they do.

Prepared by J. Agati, adapted from R. Dreikurs

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**Monday, March 14, 2011 Needham Special Education Parents Advisory Committee (SEPAC) Meeting**

Officers: T. Stock, D. Springer, M. Sokol, M. Grey, C. Aikman recording

Administration: Mary Lammi, Will Verbits, Cathy Heller

Approximately 30 parents at large

T. Stock called the meeting to order at 7:40pm.

**Announcements by T. Stock and D. Springer**

Needham EASE is excited to present two new adaptive instruction classes for late spring. *Martial Arts and More* (on Wednesdays, 4/27-6/8, for students in grades 1-3) and *Art Is for Everyone* (on Thursdays, 4/28-6/9) for students in grades 1-5. Both classes will be held at the Newman School from 3:15-4:15, and are open students from all elementary schools.

For details and a registration form, click the link below:

[http://rwd1.needham.k12.ma.us/community\\_education/documents/EASE/MartialArtsandArt.pdf](http://rwd1.needham.k12.ma.us/community_education/documents/EASE/MartialArtsandArt.pdf)

Space is limited, so register quickly.

Questions: Contact Amy Goldman, Community Education Program Director, at [amy\\_goldman@needham.k12.ma.us](mailto:amy_goldman@needham.k12.ma.us) or 781-455-0400 x214.

March 22 9:30-11:00 SEPAC monthly coffee to be held at Tee Stock's house 49 Hillcrest Rd. Topic will be *Parent to Parent transition* advice. Parents offer advice and resources or ask questions regarding: Preschool to Elementary, Elementary to High Rock, High Rock to Pollard and Pollard to HS. RSVP to Tee at: [edandtee@rcn.com](mailto:edandtee@rcn.com) and let Tee know if you can bring a snack to share and what level in the system your student is in.

May 2<sup>nd</sup> 9:00am and 7:00pm, Parent Meeting on Transitioning to Pollard.

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Introduction of Jack Agati, presenter of Encouraging Concepts Associates.

Topic: The Art of Encouragement. A copy of the two page handout is available on the Needham SEPAC website.

Please contact Jack Agati at [jagati@comcast.net](mailto:jagati@comcast.net) or 603-424-1877

**Notes from the presentation:**

In order to encourage and motivate kids let kids do things themselves. Listen to kids – look at them while they talk. Put kids in charge of things.

Do not connect good news with bad news. Separate the two. When good and bad news is delivered at the same time all that is remembered is the bad news, and it appears like to game.

Question: “How to give a kid criticism”

Answer: “Just be direct, but give equal encouragement. Do not assume that kids know how you think.”

The most discouraging thing to say to a kid is that they are “not wanted”.

Praise addresses the product, encouragement addresses the effort.

Encouragement approaches that don't work:

Gold Star Approach – produces winners and losers. Also have to spend time thinking of what to do next.

Good Job Approach – not specific enough

Encouragement is needed before and during an event, not as much after.

When encouraging, talk about the process (how something was done), not the product.

Stop praising, start encouraging by using the phrase “and you know what I like ... (add something specific)”.

Hugs, thank you, and smiles are also encouraging.