

Get to the CORE of Giving Praise

Use CORE to Make Your Praise Specific & Sincere

Praise, like criticism, includes caring and a challenge. In order to make sure your praise tells the other person what was good and shows them what to do more of, use the CORE method.

C – Context (Cite the specific situation.)

O – Observation (Describe what was said or done.)

R – Result (What is the most meaningful consequence to you and to them?)

E – nExt stEps (What are the expected next steps?)

For example, **CORE** praise that includes both caring and a challenge looks like this.

“I asked you to help us be more efficient (**context**), you went above and beyond by implementing Slack (**observation**), the team is spending less time on email but more time communicating, which allows us to get more done in less time (**result**). We’d love for you to explore other tools that can help streamline communication in the office. (**nExt stEps**).”

Practice Giving Praise

Write *yourself* a praise note using **CORE**. Remember to be specific and sincere. Wait, what? Give myself some praise? Yep. Care Personally + Challenge Directly starts with you. We meant it when we said focus on the good stuff!

If you want to give someone else praise, remember it takes practice. Use the **CORE** framework to think through praise you can give others and provide it on a weekly basis.

RADICAL CANDOR

5 Things to Remember About Praise

1. Just like criticism, praise can be awkward; but it’s important to know what we do well and should continue doing.
2. We need to push through our discomfort with praise, especially when praising others requires us to recognize our own failures.
3. Being specific and sincere is a real relationship-building opportunity. It helps people feel seen and appreciated while also getting a new perspective on their work. These moments act like deposits into the relationship bank.
4. Praise includes a challenge as well as caring; the challenge for praise can be simply for that person to continue doing what they did well, or it could be to take that experience to a new project. Or teach what they did to others!
5. Finally, praise in public. Public praise allows not only the recipient to know what to do more of, but also the rest of the team.