

WIN

PARALLEL EIGHT • CELEBRATE EVERY WIN

Confident leaders celebrate success because recognition reminds people that their contributions matter. The most meaningful recognition is personal. It shows you understand what matters to the person you're thanking.



Celebrating small wins doesn't lower standards. It reinforces the behaviors that drive long-term success.

ASK

ACT



Watch for the Right Behaviors

- What positive behaviors deserve recognition?
- Who has demonstrated initiative, collaboration, or growth?
- What progress might otherwise go unnoticed?
- What behaviors do I want others to emulate?

Great leaders notice what others overlook

- ✓ Notice positive behaviors
- ✓ Recognize progress early
- ✓ Reinforce what matters

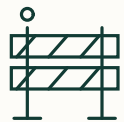


Inspire Through Specificity

- What specifically did this person do well?
- Why did it matter?
- How did it help the team or organization?
- What lesson should others learn from this success?

Generic praise is quickly forgotten

- ✓ Be specific
- ✓ Connect effort to impact
- ✓ Celebrate the behavior



Nurture a Culture of Appreciation

- Do people regularly recognize one another?
- Are we celebrating progress as well as results?
- Who may be contributing without recognition?
- How can appreciation become part of our culture?

Recognition should not depend on hierarchy

- ✓ Encourage peer recognition
- ✓ Celebrate meaningful wins
- ✓ Make appreciation a habit

