

Praise and Pistons

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A father's tune up

Ben, Foreman for JH Kelly, a Vancouver based construction firm providing services to commercial facilities, told Session 6B of the Leadership Development Lab™:



"Four weeks ago, when Larry asked us to choose a "pearl," a person we wanted to improve our relationship with. I chose our oldest son, Holden. He's 15 years old. He is a good kid, still a typical teenager, I guess. The reason I chose him was because my wife and I were getting some disrespectful treatment, including back talk and 'whatever's'. It seemed like our relationship was getting a little distant from the joyful, heartfelt connection we always had. This is not what I wanted. So, I began to look for opportunities to use Turbo's Leadership Principle #4 - Provide Acknowledgement in the form of quality focused empowering praise.

"While we were working together rebuilding the engine for his dirt bike, I gave him some fairly quick



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instructions on how to remove the engine from the bike frame. When I got home the next evening, the engine was up on the work bench ready for us to take the next steps. When Holden



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garage I said, 'One of the things I admire about you is your ability to take direction and get things done.' This compliment pepped him up! It was obvious he appreciated his Dad noticing the initiative he had taken and being praised for it.

"Holden has had a much better attitude and our relationship seems to be growing much closer. I've since applied this powerful quality-focused praise with our other kids with great success, although I think they are starting to catch on to it. They may see what I'm doing, but they all love hearing it.

"The lesson I learned from this experience is my children really blossom when I apply well-earned positive acknowledgement with quality-focused praise. From this, I have learned that Leadership Principle #4 – Provide



Acknowledgement and Quality-Focused Praise, when done with specificity and provided with sincerity will work to strengthen my relationship with anyone.

"The action I call you to take is show everyone in your family that you don't take them for granted. Be sure they know they are the dearest ones in life to you. Spread your praise around to your spouse and all your kids.

"The benefit you will gain is a happy wife and life. Your children will blossom. Your home will be a house full of joyful relationships, a safe haven for

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everyone to return to at the end of the day."

As you form the habit of giving heartfelt praise in a low-risk environment at home, you will soon find it more natural to give praise and encouragement at work. Next thing you know, the people you depend upon will take the initiative more often and life will get easier for all of you.

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