

Name _____

Date _____ Score ___ of 7 Pass/Fail

Why Praise Can Backfire – And How to Do It Right

1. **According to the Quick Take, which of the following is true?**
 - a. Managers don't give enough praise and need to seek out every opportunity to do so
 - b. Giving praise is complex
 - c. When the manager in the example said, "Great idea," Josh felt motivated by the praise
2. **TRUE or FALSE: Praise is often used as a substitute for feedback that genuinely engages and motivates employees.**
3. **Which situation is most likely to erode the credibility of a manager?**
 - a. Using praise to conclude a one-on-one meeting, as in, "John, it's always good talking to you."
 - b. Using praise to set up a reprimand, as in, "Jane, I think you're doing a fine job, but you need to stop talking over your colleagues in meetings."
 - c. Using disingenuous praise. For example telling an employee he did a great job on a report that you didn't read carefully.
4. **According to the Quick Take, when a subordinate gives praise to a superior:**
 - a. The superior will almost always feel grateful for the compliment.
 - b. The superior will almost always feel motivated by the compliment.
 - c. The praise could be perceived as inappropriate
5. **According to the Quick Take, what's the most important reason bosses need to give specifics when praising an employee?**
 - a. So employees understand exactly what they did right
 - b. So employees understand that you know what they did right
 - c. So employees will be able to repeat the positive behavior
6. **According to the Quick Take, which is the best rule for giving praise?**
 - a. Use it sparingly but purposefully
 - b. Praise your weaker performers as well as your strong ones
 - c. Don't praise employees unless they do something exceptional
7. **TRUE or FALSE: Praise will encourage top performers to seek a higher-paying job elsewhere.**