



MARCH
2019

Newsletter 04

THE VALUE OF APPRECIATION

We all know we should appreciate our team's efforts – in fact we quite like our own efforts to be appreciated too. But how well do we do this, and how well do others do it for us?

At the heart of the My Home Life Leadership Support Program is a principle of being appreciative. Alongside this is helping meet peoples Six Senses outlined in our last blog. The Six Senses include a sense of Significance, a sense of Belonging and a sense of Achievement – all of which can be positively impacted by appreciating and celebrating great work... when we do the celebrating well.

Dr Belinda Dewar, a founding member of the My Home Life movement spent 240hrs listening to beautiful conversations to appreciate what made them effective. She developed Caring Conversations as part of her PHd in the form of the 7Cs tool to help us understand how our conversations can help meet the senses of our teams, customers, family members and peers.

The 7Cs include the following:

- Be Courageous
- Connect emotionally
- Be Curious
- Consider other perspectives
- Collaborate
- Compromise
- Celebrate

With this recent Harvard Business Review article highlighting how celebrating others' can go astray if you don't connect emotionally and authentically with the likes of "drive by praise", "making stuff up" and "guilt gratitude" we can see how getting the basics right is so critical in a sector reliant on effective relationships.

Read the full article online via the link below.
hbr.org