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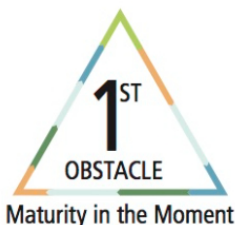
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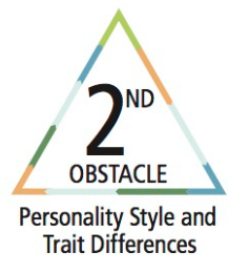
Performance support for your communication workshop.

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Hi, <<First Name>>.

Whether you've been a leader for 10 years or just 10 months, it can be tricky navigating the waters of just what to say to your team, and when.



I've heard stories of leaders following the "I'll let you know if you're messing things up" philosophy, and how their followers are constantly left guessing if they are on the right track.



Know two things: People *need* to know how they're doing. It engages and motivates them. And, people thrive even more when they hear 3 positive remarks to every 1 negative point of feedback.

You can set your people up for success by simply letting them know when they have done a good job. Balance this with 3 compliments to every 1 criticism, and you'll notice an improved relationship and stronger engagement.

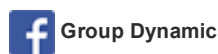
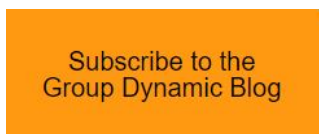
Bonus: They'll know you aren't taking them for granted.

[Rate yourself – and/or ask others to rate you – on this: *Am I leaving people guessing?*](#)



Best to you,

Alan Feirer



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