

## WORKPLACE WISDOM NEWSLETTER

### What is an affirmation?

An affirmation is a statement that builds up another person.

**Affirming means  
"to build up the esteem of another by telling the truth"**

In the Disney movie "*Bambi*", there was a little rabbit named *Thumper* whose wise mother taught him:  
*"If you can't say anything nice, then don't say anything at all."*

Well, we don't need to affirm other people 100% of the time, but we must learn to affirm more people in more ways in more days of our lives. I see evidence of this every day. There are work environments where there are no affirmations...and there are homes where there are no affirmations. And, by the way, affirming someone is not just being politically correct...it is the affirming that is sincere from the heart that really makes a difference.

Sometimes, I want to scream "*Who died and left you in charge of the world?*". Our society seems to value CRITICS. The more we criticize, the more we demonstrate intelligence. Right? Foo-ey!

What happened to the GOOD GUYS? Does it demonstrate weakness to be positive, respectful, and just down-right nice? No! Our society needs your affirmations - your positive spin!

### Five Ways to Affirm

**1. Affirm the task that a person is doing.**

*"Sarah, your reports are always correct! Thanks for being so thorough in your work!"*

**2. Affirm the generous support someone is giving.**

*"Steve, I appreciated your help. I could not have finished this by myself today."*

**3. Affirm that you like the person.**

*"Fran, I'm glad you're on the team. You're pleasant and fun to work with."*

**4. Affirm a person's values - when you can.**

*"Dave, I was impressed when you said you couldn't work on Saturday. It can be hard to keep our personal priorities straight when we feel company pressure."*

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**5. Affirm a person's standards.**

*"Judy, you are an extremely dedicated worker. When I see you giving 101% on this tough job, it makes me rededicate my own efforts. You inspire all of us to keep the bar high."*

**Reasons We Don't Give Affirmations**

**1. No time – too busy.**

*WRONG! Affirming has greater payoff than anything else you can do to motivate.*

**2. Think it won't matter.**

*WRONG! Recognition is the #1 Motivator in the American workforce today!*

**3. The other person doesn't like it.**

*WRONG! We ALL love to hear that we're appreciated.*

**My message today is this:**

**STOP** being critical. No one died and left you (or me) in charge!

**START** affirming others more often. Watch the difference it makes!

**So, will YOU affirm at least 5 people today?**  
*Let's you and I, both, make it a habit!*