

TRAINING ACTIVITY 4

Encouraging Skills



Invite your colleagues or team members to complete the **Encouragement Skills Inventory**. Compare results and discuss your answers using the following questions:

- What were the similarities and differences in group responses related to preferred methods of giving and receiving encouragement?
- What type of encouragement is most valued within your workplace or team?
- What will you do in the coming days to support another person in your workplace?

Three preferred methods of expressing encouragement:

- **Affirmation** is the expression of encouragement that uses words to communicate appreciation to another person.
- **Support** is the expression of encouragement that uses words and actions to convey friendship and personal support.
- **Helping** is the expression of encouragement that uses practical actions to assist and help others.