

KaiNexicon- 2024

The Praise

PARADOXX

**We all
seek
praise ...**



**... yet seldom
think to give it.**

A sunset scene with tall grasses in the foreground and a purple and orange sky. The sun is low on the horizon, creating a bright orange glow that transitions into a deep purple at the top of the frame. The grasses are silhouetted against the bright light of the setting sun.

“I worked really hard on this.”

“I don’t think anyone noticed.”

“Nobody has said a thing—nothing.”

A background image of a clear blue sky with several fluffy white clouds scattered across it. The clouds are most prominent in the top-left, top-right, and bottom-right corners, leaving a large clear blue area in the center.

Thoughtful

Diligent

Dynamic

Inspiring

Innovative

Distracted

Thoughtful

Approachable

Creative

Generous

DISTRACTED

Dynamic

Diligent

Inspiring

Innovative

Articulate

Adaptable

“What
do you
think?”

Negativity Bias

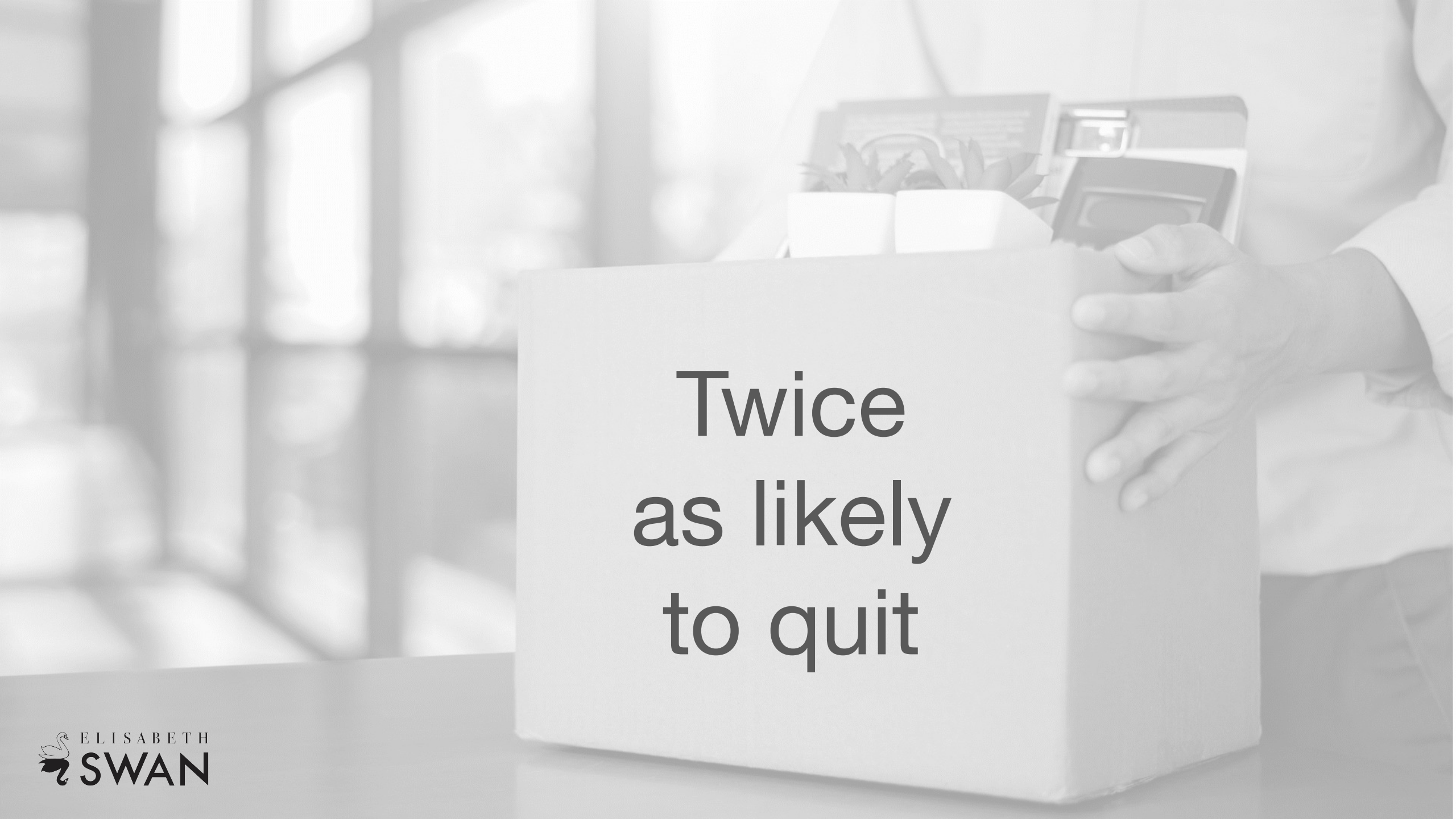




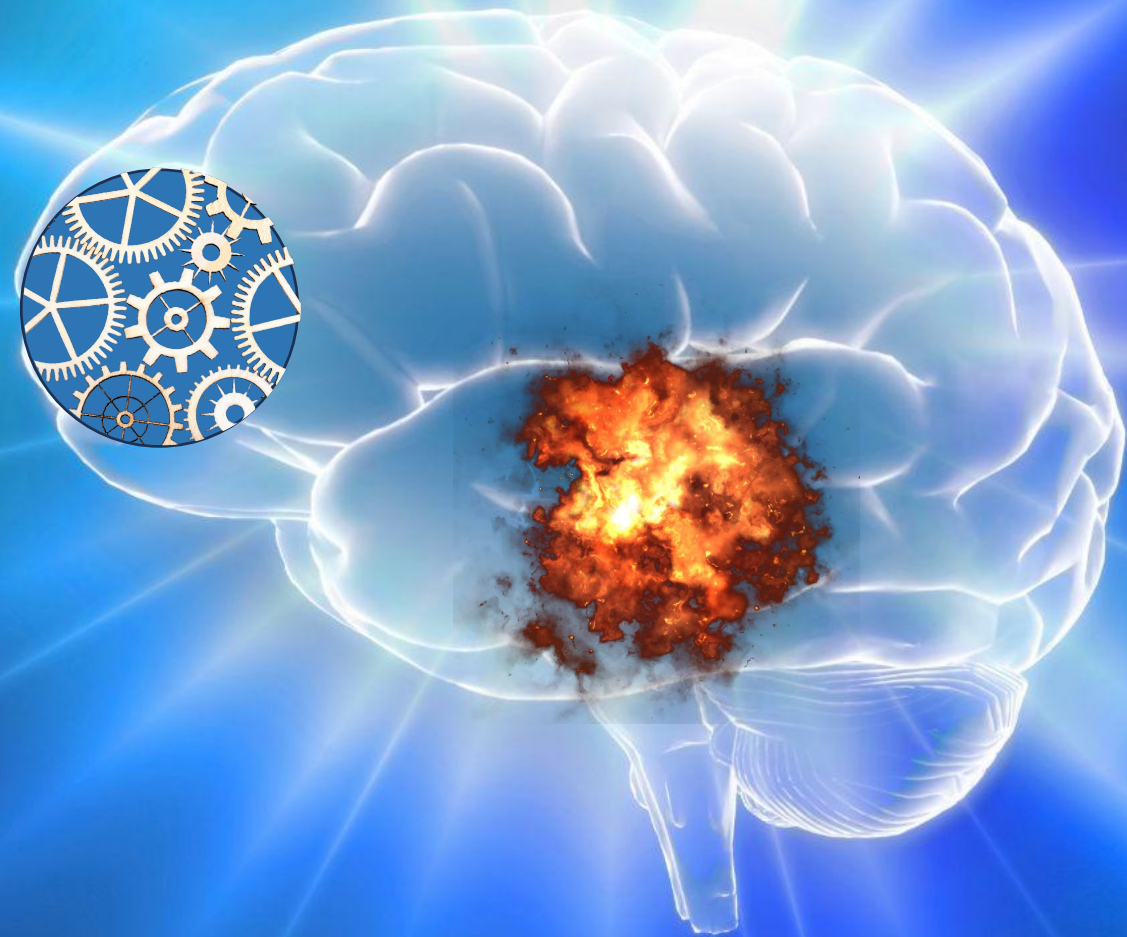
Only **1 in 3** workers
in the U.S. strongly
agree that they
received **recognition**
or **praise** for doing
good work in the past
seven days.

- Gallup Poll



A grayscale photograph of a person in a white lab coat holding a cardboard box. The box is filled with a succulent in a white pot, a notebook, and a pen. The text "Twice as likely to quit" is overlaid on the box.

Twice
as likely
to quit





See me



"Never attribute to malice that which is adequately explained by stupidity."

- Hanlon's Razor




DOPAMINE



A blurred background of an office interior with large windows and several people in business attire. The text is overlaid in the center in a bold, black, sans-serif font.

Joy
Pride
Wellbeing
Satisfaction
Feeling Valued
Sense of Accomplishment



↑ Productivity

↑ Loyalty

↑ Retention

The background of the image consists of numerous US dollar bills, including \$100 and \$20 bills, falling from the top of the frame against a light blue sky with soft, white clouds. The bills are in various orientations, some partially overlapping, creating a sense of motion and abundance. The text is centered over this scene.

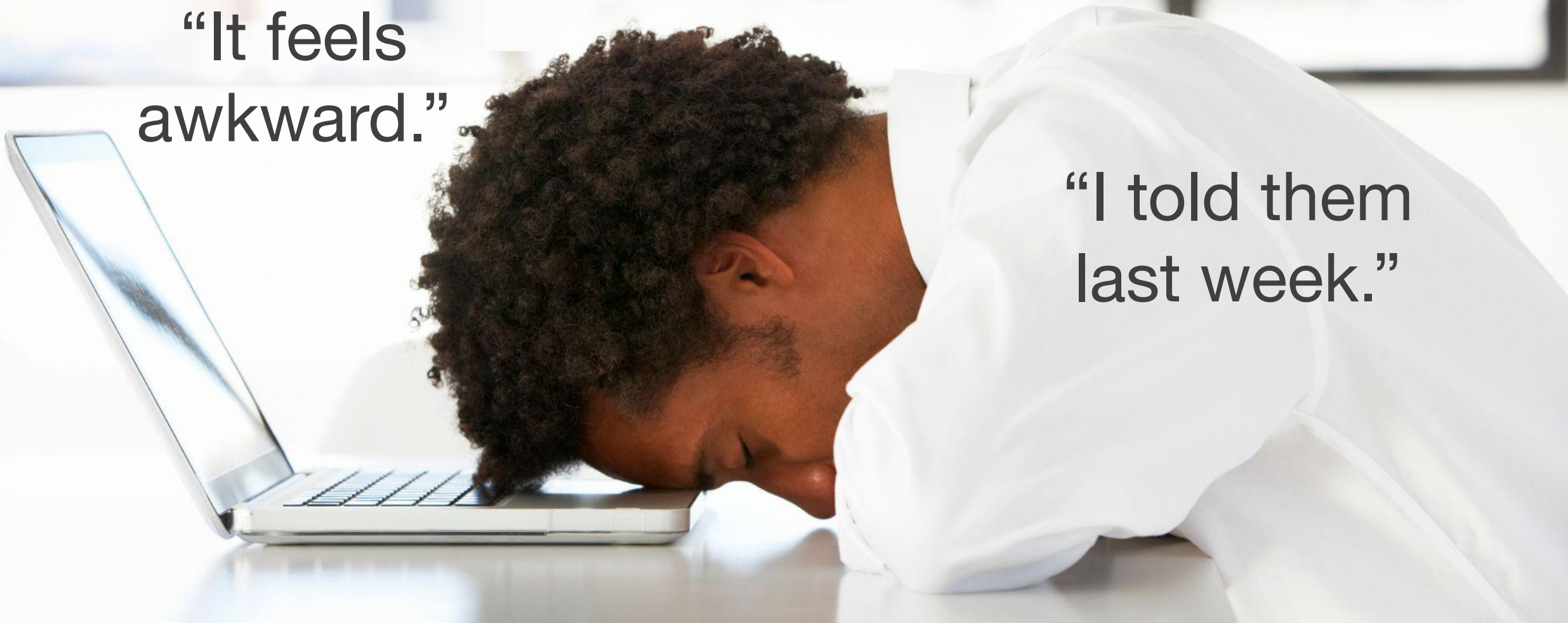
**“Give people
credit—it’s free!”**

- Chapter 34

“I already said they were doing a good job. That’s why we pay them.”

“It feels awkward.”

“I told them last week.”





CONTINUOUS IMPROVEMENT

GIFT of PRAISE

G RATITUDE

I NQUIRY

F EEDBACK

T RAITS

GRATITUDE



I INQUIRY

“Assume
good intent
and seek to
understand”

- Chapter 12



F FEEDBACK

LCS

TRAITS

OFTEN



TRAITS



SPECIFIC

TRAITS



PERSONAL

TRAITS

AUTHENTIC

REAL

FAKE



habbit





COMMENT



GIFT of PRAISE

G RATITUDE

I NQUIRY

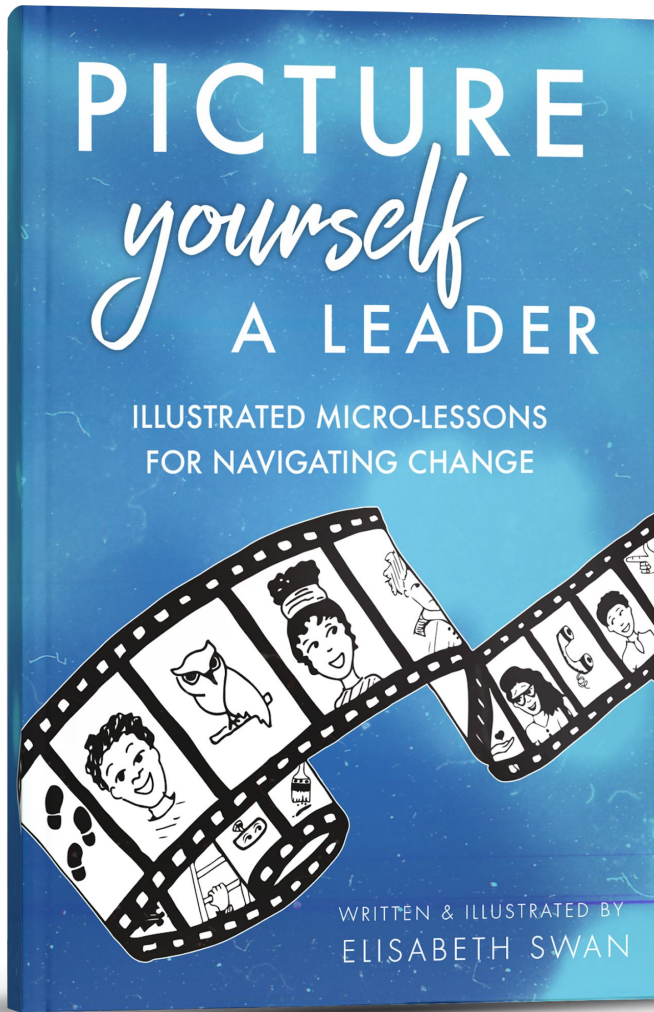
F EEDBACK

T RAITS









Download the **GIFT of Praise** Guide



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