

15 Ways to Bring Out the **BEST IN PEOPLE**

See the goodness in others. Look for the spark of brilliance in everyone. Make people feel special and appreciated.

Make people feel good about themselves. Be a cheerleader. Inspire them to *do* their best and to *be* their best.

Be enthusiastic for other's achievements. Someone's good fortune is not your misfortune.

Encourage personal responsibility. Demonstrate your confidence by encouraging folks to think for themselves, make their own decisions, and own their lives.

Be an exemplary role model. Words express what's on your mind, but your actions say what's in your heart.

Help people grow. Praise in public; present shortcomings in private. Make observations impersonal. Focus on the act, not the person.

Tell it like it is. Be straight with people — even if the message hurts.

Set high expectations. Challenge people to leave their comfort zone, set stretch goals, and reach for the sky.

Promote positive change. Build the type of relationship in which you *encourage* change rather than *demand* it.

Boost self-confidence. Provide encouragement when people second-guess themselves or question their capabilities.

Encourage self-reliance. Exhibit trust rather than control.

Remain open-minded. True friends hotly debate issues and walk away as friends.

Be tolerant. Don't judge people for their beliefs or force your values on them.

Demonstrate your loyalty. Be available in good times and bad. Lend a shoulder to cry on when folks are down in the dumps.

Keep people on the straight and narrow path. Challenge folks if they compromise their values or lower their personal standards.

Adapted from *Leadership by Example: Be a role model who inspires greatness in others* by Frank Sonnenberg.

