



**Effective
Encouragement
Mentoring**

1

Instead of judging people for who they “are,” effective encouragement focuses on what they “did”.

Effective Encouragement focuses on:

1. **Effort**
2. **Perseverance**
3. **Strategies used**

“Way to give your all!”

It sounds like:

“Nice pass; you guys are really working as a team out there.”

“Good job”

2 Effective encouragement is also as specific as possible.

Effective Encouragement points out exactly what went well, so it's easier to do it again.

**It
sounds
like:**

“Love your design for the poster, each revision you did got better and better!”

“And the rhyming, short slogan is so memorable; I can tell you put a lot of thought into it.”

“Now the image makes people look twice.”

3 Focus on what people did right.

Effective Encouragement is the gift of a question that provides time to pause and reflect.

It sounds like:

“Nice work on the science test!”

“I’m really proud of the way you kept trying different strategies to learn it.”

“I’m curious, what seemed to work best for you?”

4 We need encouragement when we feel overwhelmed.

Effective Encouragement helps us to focus on a way forward.

It sounds like:

“I know math used to be easy for you, and it isn’t right now, but that also means that you’ll grow more by taking on this challenge.”

“It might feel a little scary, but I’m excited for what you’ll discover you can learn when you really work your hardest.”

“This is your next big step.”