

8 Strategies for Bringing Out the Best in Others

1. **Support and celebrate the success of others.** Most people like to be acknowledged. And, they like to have the accomplishments of their loved ones acknowledged. For many, when you acknowledge loved ones, you are also acknowledging them, especially when it comes to children and spouses. So, take notice. And, speak up.
2. **Communicate regularly.** Keeping people informed increases understanding and commitment, and it improves morale. Additionally, communicating regularly with people conveys the message that they are an important part of the team. People love to feel that they matter.
3. **Focus on strengths.** Sometimes, people don't see their own strengths. You can help by pointing them out. And, giving them opportunities to build on those strengths.
4. **Listen.** This is one of the simplest ways to bring out the best in others. Yet, it's the most overlooked. Most people just want to be listened to. Often, they are not looking for advice or to have a situation fixed. They just want to be heard. So, just listen with empathy and understanding. And, if they are looking for advice, be thoughtful about what you say and how you say it.
5. **Give feedback.** Feedback is how we grow and move to the next level. However, for feedback to be useful, it must focus on specific, observable behavior. For example, to say, "I want you to be friendly" doesn't describe specific behavior since friendly means different things to different people. So, to make that type of feedback useful, it has to identify a specific behavior such as I want you to "say good morning" when you enter the room.
6. **Give support and encouragement.** You bring out the best in others when you show interest in them (i.e. their likes, goals and dreams). And, then, take steps to support and encourage them.
7. **Show appreciation.** People want to feel appreciated. When it comes to showing appreciation, the bottom line is anything that says "thank you". In most instances, a simple thank you will be sufficient. Thank people for little things as well as big things. Make thanking people a daily habit. Reflect on the quote from the famous German philosopher Meister Eckhart, "If the only prayer we ever said was 'Thank you' that would be sufficient."
8. **Teach people how to tap into their own untapped potential.** People are much more creative, powerful, and talented than they think. So, show them how to bring out the best in themselves by doing all the things mentioned above. Then, go a step further by expecting more from them, by giving them more responsibility and by creating an environment that allows for mistakes.

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