*Reach out to give a compliment*

Giving compliments is needed to foster a positive environment. It can have a particularly positive impact in addressing and resolving conflicts if done in a sincere, constructive, and timely manner.

Compliments make us feel successful, appreciated and more confident. They can also reduce stress, as well as build or rebuild trust. One can even argue that compliments can give us a level of confidence which enhances relationships which in turn can go a long way in addressing potential conflicts before they escalate. Giving a compliment benefit not just the receiver but the giver just as much.

As Ombuds, I speak with colleagues facing a conflict or anticipating one with another individual, “Individual X.” After validating their concern and depending upon the situation, I consider asking this question: Did Individual X do anything in the past that you appreciated? Close to 100% of the time, I get an answer in the affirmative. Yet they often admit not expressing appreciation or having given the compliment that would have been well deserved.

This *Reach out initiative* encourages us to reach out to give a compliment when deserved.

The most important aspect of a compliment is that it needs to be sincere, timely and specific. It could be as simple as expressing appreciation for a colleague’s support during a meeting or expressing admiration for a task well done. For example, Individual X could have managed a project very well, collaborated to make the project extraordinarily successful, or just dealt with difficult challenges very professionally.

A few of the most appreciated compliments from a colleague are:

“You are a very valuable team member. I could not have done this without your help. “

“You gave a great presentation”

“I admire your drive and your willingness to jump into new areas to help others”

“I appreciated your willingness to listen to my concern and your help in addressing it”

“I enjoy working with you. You have great ideas and add a lot to our team.”

 Here is a [link](https://www.indeed.com/career-advice/career-development/how-to-compliment-coworkers) to a recent editorial from Indeed, [*30 Genuine Compliments to Give Your Coworkers*.](https://www.indeed.com/career-advice/career-development/how-to-compliment-coworkers) Hope you find it useful.

Wishing you all the best and hope you will soon be giving as well as receiving more compliments. For related *Reach out Initiatives* focusing on [***receiving feedback***](https://d2f5upgbvkx8pz.cloudfront.net/sites/default/files/inline-files/reachoutforconstructivefeedback.pdf) and [***expressing appreciation***](https://d2f5upgbvkx8pz.cloudfront.net/sites/default/files/inline-files/Reachooutto%20expressappreciation%20-%20Copy.pdf), kindly visit the [Ombuds page](https://www.bentley.edu/offices/ombuds-office).