

# Kudos Observation Cards

In everyday life, teams may tend to focus their perceptions on issues that are not yet going so well. Of course, this is not wrong, as it provides an opportunity for reflection. This is how teams can learn and adapt to changing conditions. In order to strengthen this learning effect, it can be helpful to sharpen one's own eye for what is already working well. And be it so tiny. Positive feedback is an often underestimated but highly effective tool.

Kudos Observation Cards may help you to observe many more of these success stories. You can use them together with your teammates or just for yourself.

*And here's how it goes:*

- print out a few of the cards and take them with you or put them at your workplace so that you notice them regularly
- start by building up regular reminders, such as an appointment in the calendar or an alarm clock
- reflect regularly whether there has been anything positive in the current situation or in the last hours, even if it was extremely small
- also consciously use events, which annoy you, make you stunned, sad or angry or even frighten you
- ask yourself, were there any little things in these situations that you would assess as positive
- note successes you have discovered on a Kudos Observation Card

*And this is how you use the cards:*

## **Perception:**

In the first block, write down what you have observed and describe it as neutrally and without evaluation as possible. Say what you or other people have done in this situation. Try to avoid presumptions and evaluations. For example, say "I observed someone offering help to another person" instead of "someone was helpful in this situation".

## **Feeling:**

Describe how you felt in this situation. Were several feelings present at the same time? If it's hard for you to name a feeling, it's not bad. You don't have to fill out this point.

## **Need:**

Try to describe which of your basic needs was fulfilled in this situation. Can you put it into words? If not, just leave this point empty.

You can collect the completed cards first. Look at them again from time to time (e.g. at the end of the week). You may be able to fill in the empty fields now or you may even remember other events that you have missed so far. If you like, talk to other people about your observations. Use your Kudos Observation Cards as support.

Repeat this exercise regularly and see what changes as a result.



