

Short & Snappy

Transforming Positive Statements

What's a Short & Snappy?

- A short training/information segment provided at a Service Unit meeting or for leaders to use at troop meetings.
- Any interested volunteer may lead a Short and Snappy.
- Short & Snappies are usually 10-45 minutes in length.

Things to Remember

- Stay within the allotted time (you're taking up a piece of their agenda time).
- If you don't know the answer, seek the correct answer from the appropriate person.
- Bring the necessary supplies for your short & snappy.

What you'll need

- Short & Snappy Guide
- Poster Paper & Markers.
- Sample Chart

Introduction

5 minutes

When we think about praise, we often think about phrases like “good job!”, “awesome”, or “way to go!”. Although these phrases may be well intended, they are vague and therefore less impactful because they lack clarity and specificity about what behavior, effort, or accomplishment made a difference.

A praise or statement can be transformed into a **positive statement** by making it specific, descriptive, and personal.

This type of praise has multiple advantages:

- It describes the action they did correctly.
- It specifies what type of behavior is accepted.
- It increases the likelihood of them engaging in that positive behavior again.
- It helps you, as the adult, recognize the positive behaviors rather than focus on the negative behaviors.
- It ultimately strengthens your relationship with them.

Instead of using a vague statement like “good job” use the *Describe, Label, and Praise* method to transform your statement into a positive statement. First, describe the positive action that you observed. Second, label their action using an adjective. Last, give the appropriate praise.

For example, “I see that you cleared the table all by yourself. You were helpful and did a good job!”

Other things to consider when providing praise are:

- Praise the process not just the outcome. Giving praise for trying or improvement is also important.
- Be sincere with your praise.
- Avoid comparison to others when giving praise. Statements like “You did a better job than...” are not positive statements and can hurt the other person/s feelings.
- Avoid overpraising. Overpraising for small things can make girls doubt their ability to accomplish bigger things.



Activity

10 minutes

Create a chart with two columns on a white board or poster board. Copy the statements on the left side of the chart below. Ask the group to give you an example of how the statements can be transformed into a positive statement using the *Describe, Label, and Praise* method. Go down the list one at a time. Write the responses on the right side of your chart.

Vague Statement	Transformed Statement
“Good job!”	“You worked really hard on meeting your cookie goal. You were determined and energetic. Good job!”
“Nice work!”	
“Well done!”	
“Way to go!”	
“Wonderful!”	
“Congratulations!”	
“Excellent!”	

Additional Resources:

- Praise 101 Shaping behavior using positivity: <https://centerforcbt.org/2020/09/25/labeledpraise/>
- 5 Ways to Cultivate Kindness - [https://www.girlscouts.org/en/tips-for-troopleaders/members/5-ways-to-cultivate-kindness.html#volunteer-experience\\$\\$\\$/](https://www.girlscouts.org/en/tips-for-troopleaders/members/5-ways-to-cultivate-kindness.html#volunteer-experience$$$/)
- Troop Management- <https://www.girlscoutsla.org/en/members/for-volunteers/volunteer-essentials/troop-management.html>

