Levels of Praise

Level 1: Surface Praise
“You did great!”

Level 2: Specific Praise
“You took extra time to explain the procedure to your patient.”

Level 3: Attribute Praise
“You showed clear compassion for that patient in the way you spoke and by taking extra time to explain the procedure.”

Action Plan

I plan to:

(Activity)

By
(Date)

For
(Faculty Member)

By doing the following:

<table>
<thead>
<tr>
<th>Specific</th>
<th>Measurable</th>
<th>Attainable</th>
<th>Relevant</th>
<th>Time-Based</th>
</tr>
</thead>
</table>

Icahn School of Medicine at Mount Sinai
Office of Well-Being and Resilience
GROW Model

**GOAL**
What do you want?
- What does success look like for you?
- What goal do you want to achieve?
- What do you want to do more of?
- What are you passionate about?
- What do you enjoy doing most?

**REALITY**
Where are you now?
- Where are you now in relation to your goal?
- Have you already taken any steps toward that goal?

**OPTIONS**
What could you do?
- What could you do to reach your goal?
- What are some possible steps to take?
- What other ideas do you have?
- What has worked in the past?

**WILL**
What will you do?
- What will you do to reach your goal?
- Which of the options will you take?
- How are you going to go about it?
- By when will this happen?
- How can I help you with this?
- Can I make a suggestion?