



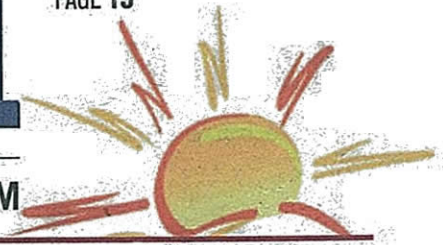
B A L T I M O R E

# BUSINESS JOURNAL

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## CAREER COACH

**Question:** What is the difference between championing and cheerleading? I want to acknowledge my team members effectively.

**Answer:** Cheerleading is when you express appreciation and acknowledge the other person. You might say, "Thank you. That was helpful." or "Thanks. I appreciate your support."

Championing is more powerful. It expresses what the other person had to do to accomplish something. For example, "It took courage for you to express your opinion in the meeting." Or, "You showed commitment to our goal by staying late to meet the deadline. Thanks for making this happen."

By expressing qualities necessary for the result, your acknowledgement can be more powerful.



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