Crave and Discouragement List

The principle they are sharing here is that everyone desires to be seen and understood and wanted, and here are some ways which various folks can either be discouraged or encouraged by the rest of their team.

Wonder Craves: **Consideration**. "That's a great question!"
Wonder is discouraged by: **Dismissal**. "Who cares?"

Invention Craves: **Freedom**. "Just come up with something original and don't worry about it. Anything you come up with is good."
Invention is discouraged by: **Constraints**. "Go come up with an idea, but do it in this tiny little box we have already created for you. Just make it a little better than the previous version."

Discernment Craves: **Trust**. "We trust your gut instinct on this. Could you help us figure this out?"
Discernment is discouraged by: **Skepticism**. "Prove it. Where is the data behind that opinion?"

Galvanizing Craves: **Reaction**. "Okay, that sounds great, let's go!" or "Hmm, I don't think so, that doesn't make sense."
Galvanizing is discouraged by: **Apathy**. "Silence in response to the galvanizing attempt…."

Enablement Craves: **Appreciation**. "That made a big difference, you really helped."
Enablement is discouraged by: **Overlooked**. "Feeling ignored, no one seems to care that you did so much work…."

Tenacity Craves: **Clarity**. "Here is exactly what completion looks like for this project, here is the deadline, and you have permission to do whatever it takes to get it done."
Tenacity is discouraged by: **Ambiguity**. "Hey, whatever you want to come up with regarding parameters, we are totally flexible. Take as much time as you need. Just make it good, you will know when it is done."