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## Advice vs Encouragement © 2025-09-09

**Orange Belt Question:** What are the Dialog Dojo definitions of “Advice” and “Encouragement,” and what are the Emotional Bank Account (EBA) effects of each?

### Orange Belt Succinct Answer:

1. “Advice” is telling someone what to do, and is an EBA withdrawal of 5.
2. “Encouragement” is pointing out what a person has done and why I appreciate it, and is an EBA deposit of 1.

### Why These Principles Are Important:

- The amount of advice and encouragement makes a huge difference in the morale of a group.
- [Free Video 8, 3:50-4:30](#)
- [Muddling Along or Unity: Confessions of a Recovering Jerk, p. 60](#)

### Explanations of the Yellow Belt Succinct Answer:

- A Dialog Dojo pet peeve - Unfortunately, the dictionary shows both definitions as viable definitions of “Encouragement;” so, someone is grammatically correct to say, “Let me encourage you to...,” which is advice masked as encouragement.
- [Free Video 8, 1:01-3:52 & 4:30-5:01](#)
- [Muddling Along or Unity: Confessions of a Recovering Jerk, pp. 60-61](#)

### Illustrations of the Principles:

- The following common debriefing questions and answers show why Advice/Encouragement is a fundamental group challenge:
  - When do you like unsolicited advice? Hardly ever.
  - When do you like encouragement? Almost always.
  - What do you do when you see people struggling? Give them advice.
- [Free Video 8, 5:01-5:46 \(Trainers & Trains\)](#)
- [Free Video 8, 5:47-8:32 \(Girls' Volleyball Team\)](#)
- [Muddling Along or Unity, pp. 63-64 \(Girls' Volleyball Team\)](#)