



CSKL is built around a set of fundamentals showing that  
“Who we are is what we do.”

We will be showcasing those fundamentals week by week  
throughout the year and hope you will join us in exploring those.

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## CSKL Fundamental #17

### **Show Meaningful Appreciation**

Recognizing people doing things right is more effective than  
pointing out when they do things wrong. Regularly extend  
*meaningful* acknowledgment and appreciation– in all directions  
throughout the firm.