

## EPISODE 84: THIS IS FOR YOUR OWN GOOD: HOW TO OFFER CRITICISM IN THE WORKPLACE

### 1. WHY DO WE AVOID OFFERING CRITICISM?

- Not worth the hassle
- Value peace over improvement
- Bad history: defensiveness, denial, indignant, fragile ego
- Don't want to offend others
- Don't know how to offer criticism

### 2. CREATE A CULTURE OF CRITIQUE

- Common practice of critique
- Blend of candor and kindness

### 3. CONSIDER TIMING, TACT, AND MOTIVATION

- Timing: isolate the discussion from other pressures
- Tact: no room for sarcasm or hyperbole
- Motivation: starting point is you

### 4. SPEAK IN TERMS OF THEIR BENEFIT

- Sandwich method: sandwich criticism in between what they are doing well
- Being able to receive criticism is a matter of security and maturity

### 5. ADDRESS BEHAVIOR, NOT CHARACTER

- Protect content and relationship

### Sources mentioned in this episode:

[Communication Guys Episode 76: "Crucial Conversations, Part 1"](#)

[Communication Guys Episode 77: "Crucial Conversations, Part 2"](#)

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