



Give Constructive Criticism

What does it mean?

- I am responsible for sharing valid and well-reasoned opinions with my family, school, community.
- I offer constructive comments, suggestions and feedback. My purpose is improvement.
- I focus on actions. I make suggestions about actions, not the person.
- I am kind. I imagine what it would be like to be the receiver of my criticism so that I am direct without being hurtful.
- I am respectful. My intent is to help, not humiliate.
- I am solution-oriented. I listen intentionally and suggest possible options which may lead to improvement.

Every human being is entitled to courtesy and consideration. Constructive criticism is not only to be expected but sought. - Margaret Chase Smith

Criticism may not be agreeable, but it is necessary. It fulfills the same function as pain in the human body. It calls attention to an unhealthy state of things. - Winston Churchill



Give

Constructive Criticism

Looks like:

Sounds like:

Feels like:



Give

Constructive Criticism

Looks like:

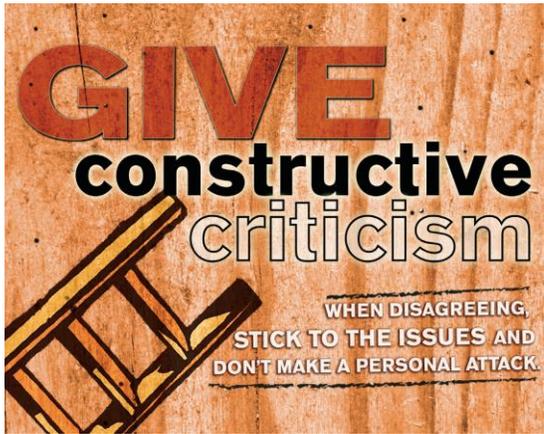
Focus on current strengths
Identify area in need of improvement
Suggest options for improvement
Reinforce current strengths and
highlight potential benefits
of change

Sounds like:

"I care about..."
"I understand..."
"I've noticed that..."
"This is working well...this
needs to be improved..."
"How about trying_____?"
"In the future we could... so
that..."
"I acknowledge your opinion,
but disagree..."
"Perhaps you could
consider..."

Feels like:

Calm
Kind
Empathic
An opportunity
to learn
Positive resolution
rather than
winning
Understanding
both sides



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Discussion Starter Questions:

What does constructive criticism look like? Sound like? Feel like?

Identify a time when you received constructive criticism. What did you do with it?

Identify a specific time you received criticism that was not constructive? What did you learn from the situation? How has it changed the way you share criticism with others?

Identify a specific time when you failed to give criticism in a constructive manner. What impact did this have on others? What were the consequences for you? What impact did this have on your relationships?

As a member of a group, when do you speak up to voice your opinion? When do you let it go?

Criticism of an idea or project is not the same as criticism of the creator as a person. Do you agree or disagree? Why?

People who avoid confrontation are often tempted use email as a vehicle for negative feedback. What do you think of this?

Is social media the appropriate place to vent or air criticisms? Why or why not?

It has been said that when you face negative criticism, start by considering the source. Is it someone you trust and respect? Does this make a difference to you? Why?

Situations to Discuss:

You're presenting an idea for a project at your group's meeting. As you talk, you notice the encouraging gestures of your group members and your supervisor. But one member withholds approval, listening with a steely stare. After you finish, he proceeds to deliver a withering critique of your ideas and approach - each point of which, you feel, is wrong. As he talks, you feel the blood rise to your face and your heart pound. Now all eyes are on you. How will you respond? What will you say? What will you do?

You are a [basketball](#) player, and your coach tells you that your left [layups](#) need some work. Instead of rolling your eyes and going back on the court, think. What questions can you ask yourself and others about your left layups? (Have you missed many left layups in the past season? Have you even tried to shoot any? Ask a close teammate or a family member who comes to many of your games if they've noticed difficulties with left layups?) What might you ask the coach?

You have a friend over to your house. When you go to your bedroom, which you share with your sibling, you see that your brother/sister has not put away clean laundry and has not put dirty laundry in the hamper. You're embarrassed that it is not easy to move about the room and that there is no place to sit down. What would be a constructive statement to begin a conversation with your brother/sister?

In an art class you are asked to pair up with another classmate and give one another feedback on each other's anatomy drawings. You think your classmate's illustration is significantly out of proportion, the head too small, the legs too long and arms too thick. How would you offer constructive criticism? What might you say?

You are working on a power point with a classmate. You feel that for the serious subject matter of the power point, there are too many bright contrasting colors, too many silly clip art illustrations, and too many transition styles used. How would you constructively criticize the power point? What would you say?

You just got a tattoo that you like and are proud of. You ask a friend, "Hey, honestly, what do you think of my new tattoo?" He says, "I think getting a tattoo is like putting graffiti on a church. Your body is a temple and you shouldn't defile it." How do you respond to feedback you have asked for, even when it might be negative?

You just got feedback from two classmates on a report you've prepared. One said, "I really like your report." The other said, "Great job at catching those typos in the recommendations section. The way you used descriptive testimonies really helped me understand the facts you presented." Which type of feedback do you prefer? Why?