Constructive Criticism: advice that is given to help or improve something or someone.

1. Invite feedback often, especially from those you trust. Ask open-ended questions like these:
   - How could I handle my projects more effectively?
   - How could I do a better job prioritizing my activities?
   - Do you have any suggestions for improving my work?

2. Ask for time to reflect on what you’ve heard, one element at a time:
   - Don’t be defensive or try to “explain away”.
   - Don’t interrupt, let the person finish their thought.
   - Listen deeply, ask questions and reflect thoughtfully.

3. Cultivate a growth mindset:
   - Focus on your ability to change and grow.
   - See feedback as an opportunity for improvement.

4. Take credit for mistakes and grow:
   - Just as you take credit for successes, take credit for your mistakes.
   - Don’t blame mistakes on external factors.
   - Embrace your failure, and see it as an opportunity to grow and improve.

The Good From the Bad

Constructive criticism can be invaluable to your growth and knowledge, just as mean spirited criticism or personal attacks can erode your confidence. Sorting the good from the bad isn’t always straightforward.

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<tr>
<th>Critics</th>
<th>lovers</th>
<th>Fre-</th>
<th>haters</th>
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<td>These are the experts in your field. They are taking a hard look at your work, and not loving it.</td>
<td>These are the people invested in you, they provide negative but rational feedback.</td>
<td>Hard to identify. They know how to hurt you, criticism isn’t not about work, but personal.</td>
<td>Often this person is anonymous, wants to tear down everything about you for no reason.</td>
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Some things to consider:
- The source
- Their intentions
- Their level of knowledge
- How well they know you
- Do they know your business

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- Do they know your business
What are the opportunities in the criticism?

In what ways did the criticism resonate with my own notions of what I need to work on?

What affirmations or appreciations were shared?

What actions were suggested?

What does this criticism teach me about how I am perceived?

How does that match with how I want to be perceived?

In what ways did the criticism surprise me?

What does this criticism teach me about how I need to work on?

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Listen to everyone, no matter how painful.

Acknowledge good points made by the other side.

Admit when you make mistakes and learn from them.

You can disagree without being disrespectful.

Depersonalize criticism by not identifying with it.

Remember that not everyone knows what’s best for you.

Anyone who has done anything great has critics.

Know the difference between your core values and when you are just being stubborn.

Try your best to never resort to personal attacks or insults.

You can understand another person’s views without necessarily agreeing with them.

Consider some criticism necessary for growth.

Actively encourage others to give healthy critiques.

Taking criticism like a champ ultimately takes practice and experience.