

Praise and Criticism

Brought to you by the Diversity Advisory Committee

Praise and criticism are important aspects of feedback for line managers and employees.

Sincere praise creates a positive and motivating environment. It sends a message that you value the people you work with. Praise needs to be specific and real.

- Make your praise timely (very soon after you know about the behavior)
- Make sure the person knows what they did right (or what positive effect their work had)

Criticism is part of the learning process.

- Set up a meeting specifying the topic in advance
- The criticism must be specific and factual, avoid personal judgments
- Be constructive and discuss positive solutions

