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Constructive Criticism. The truth may hurt for a while. Flattery is a sort of bad money, to which your vanity gives currency. However, in the long run a slap in the face is better than a pat on the back. A slap in the face—truthful criticism—makes us think. No matter how often we reflect on our performance or how self-aware we are it is hard to assess ourselves.

Give recommendations on how to improve. Part of giving con-

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Handling criticism in a calm, professional manner allows you to maintain an open and positive relationship when the discussion ends. Develop a culture of support, so that employees know you value them and their contributions. When they hear compliments on a regular basis, they are less likely to become defensive when corrected.

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