



FOUR BIG IDEAS

FOR EFFECTIVE CRITICISM TO DIFFICULT EMPLOYEES

Delivering timely constructive criticism is a crucial skill for true leaders. Navigating these situations when faced with challenging or difficult team members frames the perceptions of your abilities and accomplishments as a manager. Here are four key factors to embrace for effectively and successfully delivering constructive criticism to difficult employees.

1

DEFINING DIFFICULT

- Why? Style Clash? Different approach?
- Resistant or defensive mindset?
- Lack of motivation?

2

STARTING THE DISCUSSION

- Frame position with objectivity and transparency.
- Set stage for positive proactive interaction.
- Deliver in person as soon as possible.

3

EFFECTIVE DELIVERY

- Ask questions to gain understanding and buy-in from team member.
- Be clear on the corrective action that needs to occur and stay on topic.
- Provide explanation of why the change is needed.

4

PROACTIVE RESOLUTION

- Bring out strength in your employees and help them reach new heights in their careers.
- Pivot and shift as needed to keep everyone on track and working towards the same goals.
- Constantly seek ways to do better and help your team. It's a win-win-win!

RESOURCES:

How To Deliver Constructive Criticism to Difficult Employees Webinar:
<https://petite2queen.com/deliver-constructive-criticism-difficult-employees>

How to Mitigate Conflict Webinar:
<https://petite2queen.com/mitigate-conflict-work-everyone-wins/>