

February 2012 Topic

As a father of two teenagers and one almost teenager, I have had many opportunities to offer both encouragement and correction. What I have found interesting though is observing the way each of my kids handles praise and constructive criticism (I am excluding the times when I have been less than constructive!). Some of the challenges, in particular, repeat themselves, but they are each wired very differently and respond uniquely.

I thought of this dynamic as I was considering a reality of the workplace...the performance review. This is an exercise we are often not prepared for whether we are on the receiving end of the review or the reviewer. It can be intimidating in either seat.

Mentor – Discuss the memories you have of your first experience being evaluated on the job and the first time you had to give a performance review. Share the traits you believe are important in accepting both praise and correction. Also discuss what you have found helpful in preparing for and delivering a job evaluation.

Student – Reflect on specific times someone (other than your parents) provided you with constructive criticism. Discuss how you handled their input and what you found most difficult hearing. Evaluate whether you thought it was justified and if you think it could have been communicated differently.

Thank you again for your commitment to the relationship that has been established. The time you spend is making a difference!

Regards,
Doug