



Deconstruct, Then Rebuild

Criticism and feedback are extremely valuable tools in both your leadership journey and that of others. They're critical to your success and must be used carefully, as they're a double-edged sword.

Keep it specific.
Use 'we' a lot.
Don't be judgemental.
Offer a development lens.
Do it early and often.

And remember, only start deconstructing if you're prepared to help with the rebuilding.