

HOW TO COPE WITH CRITICISM?

DESTRUCTIVE

Unreasonable or rude remarks that do not help, but only demotivate.

1. Separate the style of communication from the substance of the thought.
2. Don't argue with the other person.
3. Consider the interlocutor's intentions (perhaps offending you is not their goal).
4. Ask clarifying questions. Move toward a more specific dialogue.
5. The other person's communication style is not a reflection of you (neither your character nor your abilities).
6. Everyone has the right to stand by their opinion (especially when there is no reason for criticism and it has no value for you).

CONSTRUCTIVE

Objective comments that help you improve your work.

1. Criticism as an opportunity to learn new things.
2. Progress is important, not the ideal (focus on gradual improvement).
3. You \neq critic (don't take responsibility for other people).
4. Consider the person who makes the critical comment and the statement itself separately.
5. Find a benefit. Something that criticism can really help you with.

**USE CRITICISM
TO GROW**