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“THANK YOU FOR EVERYTHING!! I TRULY APPRECIATE ALL YOU HAVE DONE FOR ME AND THE SUPPORT YOU HAVE BEEN THROUGH THIS ENTIRE PROCESS. I COULDN'T HAVE PICKED A BETTER FIRM TO WORK WITH. THANK YOU AGAIN.”

- C.D.

RETALIATION VS. CONSTRUCTIVE FEEDBACK: WHAT'S THE DIFFERENCE?

Feedback is both expected and warranted in the workplace. But workplace feedback should come from a place of respect and appreciation – it should not be a source of dread. As an employee, you are entitled to both providing and receiving feedback from management. But where can feedback go wrong?

If you've ever felt your boundaries were at the risk of blurring in the workplace, you're not alone. Recognizing the difference between helpful feedback and detrimental criticism is key to maintaining a positive work environment.



WHAT'S CONSTRUCTIVE CRITICISM?

Constructive feedback, often referred to as constructive criticism, focuses on improvement and development without being demeaning. It addresses specific actions and behavior in a way that helps you grow. For example, a manager might say, “Your report needs more data metrics; let’s determine the key figures together.” This approach fosters growth and is always aimed at helping.

In contrast to negative feedback, constructive feedback is encouraging and useful, highlighting what employees do well and where they can improve. Feedback is more likely to engage workers when managers focus on employee strengths. As the data shows, people want to know what they’re doing right, but they also want to know how to keep doing it.

The right feedback helps pinpoint any weaknesses while also heightening the skills of an employee. It’s about growth, helping employees enhance their skills while acknowledging their strengths.

WHEN FEEDBACK CROSSES INTO WORKPLACE RETALIATION

Retaliation is negative feedback that occurs when negative actions are taken against someone who has raised a concern. Retaliation complaints filed with the EEOC are a significant concern, as they represent a large portion of all discrimination complaints.

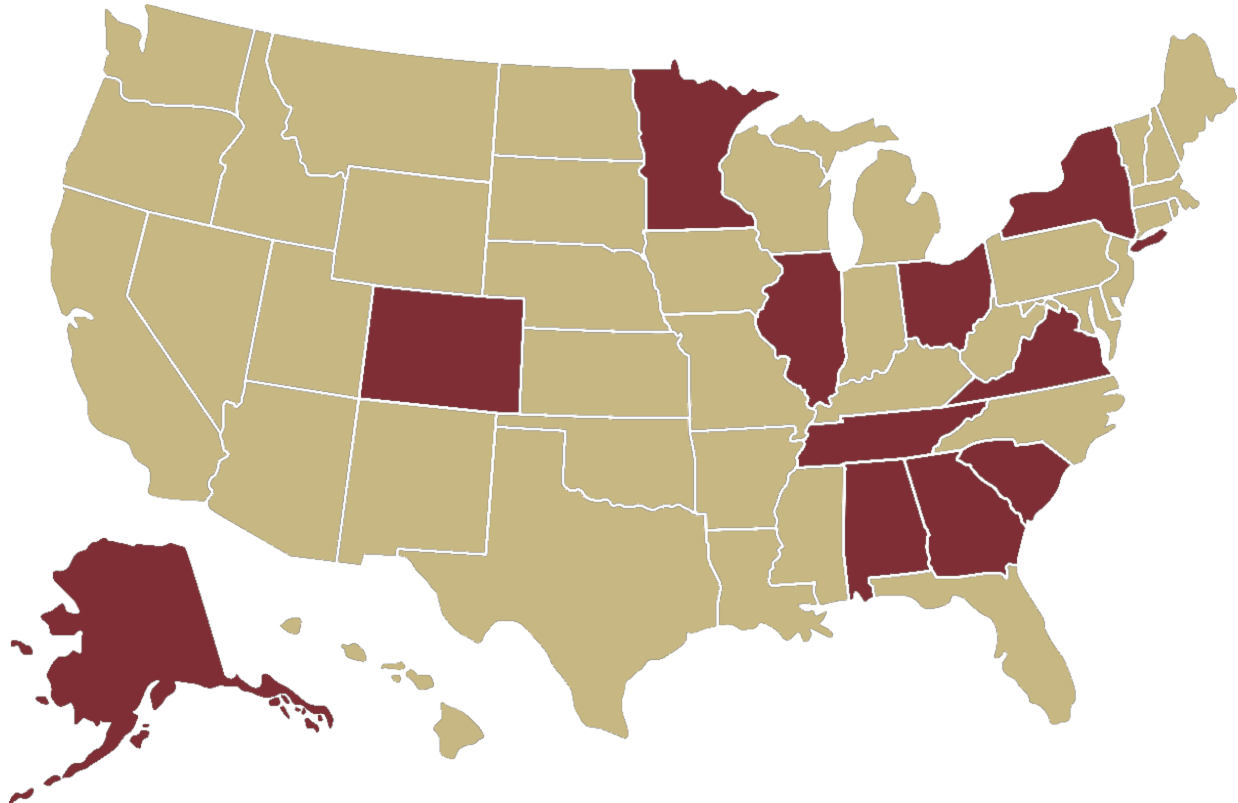
Unlike constructive feedback, retaliation aims to punish rather than help. It’s often driven by personal grievances and can harm workplace relationships. It’s also a form of discrimination...

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