

Constructive criticism essay sample



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Should the team and the leader offer open constructive criticism to each other? Yes they should offer open constructive criticism to each other. Open constructive criticism is the process whereby team members and the leader interact to a point whereby both parties are free to express to each other, their opinions, whether positively or negatively (Saker, 1998). The fundamental concern here is that, open constructive criticism should be expressed in a friendly manner as opposed to a confrontational one.

Open criticism leads to improvement of the team morale, high team output, personal growth resulting from the criticism and support of other team members, good interrelationships among team members and their leader, improved problem solving skills as well as openness amongst team members and the leader.

It can also lead to adoption of fair leadership styles such as democratic style where all members are free to express their views and all participate in the decision making process. Open constructive criticism allows the team to improve on its weaknesses while at the same time creating a synergetic effect (Raser, 2000). Although some people are opposed to constructive criticism in management, arguing that it slows down decision making, constructive criticism enables team members to evaluate their performance and set realistic goals.

Through open criticism, team members and the leader experience a mutual understanding and therefore any bottlenecks in the communication process are dealt with easily. With easy flow of communication within the team, a

room is created for a free working environment whereby team members perform to their capacity without fear.

Open criticism also enables team members and the leader to interact freely which is healthy and beneficial to the organization. Additionally, open criticism encourages a high level of respect amongst all team members in spite of their positions in the team. It also leads to better understanding of each member something which makes it easy for members to relate to each other well therefore overcoming cultural, social, economical and political barriers which often, are to blame for inefficient and non performing teams.

REFERENCE

Raser, P. (2000). Constructive criticism. Free Press. New York.

Saker, L. (1998). Team building in Organizations. Macmillan publishers.