



The Critique Sandwich

1. Structure Overview

1. Positive Opening (Bread)

- Acknowledge real strengths
- Set a respectful, collaborative tone

2. Constructive Critique (Filling)

- Offer 1–2 specific, actionable suggestions
- Focus on ideas or behaviors, not personality
- Use “I”-statements (e.g. “I wonder if...”)

3. Affirming Close (Bread)

- Reinforce confidence in their ability
- Highlight potential impact of changes

2. Why It Works

• Buffers Negativity Bias

Bookending criticism with praise makes feedback easier to hear.

• Builds Psychological Safety

Encourages openness, risk-taking, and learning.

• Backed by Research

Balanced feedback → Higher engagement, motivation, and performance.

3. Crafting Each Layer

Layer	Tips	Example Phrase
Opening Praise	• Be specific (“Your slides are clear.”) • Highlight genuine wins	“Your visuals made the data very engaging.”
Constructive Critique	• Offer suggestions, not commands • Keep it focused (1–2 points max)	“I’d love to see a brief customer story added.”
Affirming Close	• Express confidence • Preview positive outcome	“With that tweak, your message will shine.”

4. Pro Tips & Common Pitfalls

- **Authenticity Matters:** Insincere praise backfires.
- **Keep It Light:** One or two critique points only.
- **Tailor Your Tone:** More warmth for new contacts; more direct with close colleagues.

Remember:

A well-made “Critique Sandwich” preserves trust, boosts motivation, and guides growth—one thoughtful layer at a time.

Disclaimer: The above shares ideas in exploring personal progress as derived from various sources. It is intended as information only and is not intended as advice to engage in any specific physical or mental activity. Always consider whether these ideas, concepts, techniques & activities are right for you and always confer with your health professionals.

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