Deconstructive Criticism is an integration of _Constructive Feedback_ with Learner mindset, T.E.D., and 'Telling Ourselves Stories Check-in" from Stagen's materials

From the Language of Constructive Criticism
to the Language of <u>Deconstructive Criticism</u>

Two Approaches to Conflict-Laden Communication

Attribute	Constructive Communication for Informative Behavioral Change	Deconstructive Communication for Transformative Learning
The effective communicator...	Gets the person to change	Creates a context for learning
Primary theater of activity	External: the actions or inactions of the other person	Internal: the meanings and assumptions of both parties
Who is at risk of learning?	Only the other person--and even then, only learning about what the communicator thinks or wants for the other	Both parties
How the other is seen	As a misbehaver, doer of actions	As a whole meaning maker or system whose actions or choices express some general belief, conviction, principle, theory
Who has the truth of the situation?	Communicator knows the truth	Neither necessarily; perhaps either, both, or neither
Who doesn't get it?	Other: "You are lost, missing something, overlooking, forgetting, never knew something which I am trying to find the kindest, most effective way of filling you in on"; "teaching" stance vs. inquirer's stance	Communicator: "I see what you are doing or not doing and, given my take, I don't get it"; genuine report of puzzlement (vs. criticism) and inquiry into how this can make sense
The essence of conflict is contradiction, and contradiction is...	A management problem in need of resolution	A rich resource for individual and organizational learning
Basic stances	"I'm right" or "You're wrong (but you'll get defensive, so...): how do I tell you the bad news? how do I get you to change?	Respect for self ("I have a take on this and it _does_ lead me to think you are 'wrong' here, but...")
	"Teaching" you	Respect for other ("You are also a whole person with your own take")
	"I'm setting you straight"	Active uncertainty; not paralysis and indecision, but holding of own view tentatively--"Given how I see things I'm puzzled" but seeking clarity, via honest inquiry (we both may change our minds): "Could you set me straight as to how I've got this wrong...?"

Adapted From <u>How the Way We Talk Can Change the Way We Work</u>
by Robert Kegan and Lisa Laskow Lahey