

# Processing Criticism in the Workplace

KEY VERSE:

Proverbs15:32

*"He who ignores discipline despises himself, but whoever heeds correction gains understanding."*

# The Gift of Criticism

- **Ephesians 1:4-7**
- Christ's highest aim for us is to become holy and stand blameless before Him in love
- God wants our characters to shine forth His glory & sometimes criticism is
- Criticism is a often the tool that God uses in our lives to deal with character flaws and weaknesses and to ensure that whatever is lame in us, is not dislocated, but healed. **Hebr 12:12-14**

# Discerning whether criticism is constructive or destructive

## Constructive criticism

- *Prov. 27:6* “Faithful are the wounds of a friend, but the kisses of an enemy are deceitful”. *v. 17* “As iron sharpens iron, a friend sharpens a friend”.
- Constructive criticism is motivated by love
- Constructive criticism brings healing
- Constructive criticism has the facts straight (ie. It is not judgmental or cynical).  
*BEFORE we criticize a church, friend or disciple, we need to have the facts straight.*

# Constructive Criticism cont...

- *Lk. 17:3 "Take heed to yourselves. If your brother sins against you, rebuke him; and if he repents, forgive him."*
- To rebuke does not mean to point out every one of their sins; it means to bring sin to a person's attention with the purpose of restoring him or her to God and to others. When you feel you must rebuke another Christian for a sin, check your attitude before you speak. Do you love the person? Are you willing to forgive? Unless rebuke is tied to forgiveness, it will not help the sinning person.

# When Criticism is Destructive

- **Prov. 12:18** *Reckless words pierce like a sword, but the tongue of the wise brings healing.*
- **Destructive criticism misses the point**  
*Prov. 15:28 The heart of the righteous studies how to answer, but the mouth of the wicked pours forth evil.*
- **Destructive criticism is judgmental**  
Often what we find wrong in someone else is really something that exists within us and we are frustrated with.
- **Destructive criticism indicates a lack of love**  
*Gal. 5:15 If you keep on biting and devouring each other, watch out or you will be destroyed by each other*

# Destructive Criticism cont...

- It's most important to note, God can still use criticism that is destructive to bring a greater holiness and more of His glory in our lives
- God tests our hearts through trials & tribulations (going from a place of complaining to God about your enemy, to lovingly praying for their forgiveness & salvation)

# What to do when criticized

- Don't lash out or overreact. Take a deep breath. Do something to distract you momentarily.
- Take the matter to God in prayer, asking the Holy Spirit to convict you (not condemn you) if necessary.
- Repent for your sins/areas where you need to renew your mind/change & put corrective measures in place
- Thank God for the fact that He does not leave you as you are, but changes you daily so that you can be a beautiful vessel for His glory
- Thank the person who criticized you if appropriate/pray for that person

When we embrace process criticism and embrace it, what does it say about us?

- We are mature
- We are strong & unshakeable
- We know who we are (in Christ)
- We are serene, enveloped by the peace of God
- We are God chasers, not man pleasers
- We have soft, teachable hearts but thick skins who won't be swayed by the opinions of men

# Some obstacles to effectively processing criticism

- Hypersensitivity – such a person walks around in the spirit in a constant state of inflammation, like they've been stung by a hundred bees & whatever anyone says or does, they take offense
- Pride/arrogance – may lead us to take offense at criticism, or cause us to despise the criticizer
- Unteachability/hardness of heart – such a person is unable to receive criticism and blindly ignores it. We need soft spirits, with open ears and sensitivity in the spirit for God to use us.

# Search your heart

- Where we struggle to receive criticism it is usually because there is an unhealed area of our lives, or an area where we don't know who we are in Christ/don't believe his love...example:
- Personal Application:
- Am I afraid to confront/am I destructive in criticising?
- Do I struggle to receive criticism?
- If so, why?
- Do I know who I am in Christ?
- What lies/strongholds do I need to tear down?