**Balancing Care and Candor**

Genuine care for the other person is foundational for relationships and relationship is critical to being an effective supervisor. Candor is honest feedback about where people need to improve.

**Caring Values The Person While Candor Values The Person’s Potential**

We are usually reluctant to have hard conversations for one of two reasons: either we don’t like confrontation, or we fear that the person will be hurt. The conversation might hurt but it does not have to do harm to the person if caring is in place. You must be clear the conversation is meant to help the other person.

Before having a candid conversation, make sure that you can answer yes to the following questions:

* Have I invested in the relationship enough to be candid with them?
* Do I truly value them as people?
* Am I sure this is their issue and not mine?
* Am I sure I’m not speaking up because I feel threatened?
* Is the issue more important than the relationship?
* Does this conversation clearly serve their interests and not just mine?
* Am I willing to invest time and energy to help them change?
* Am I willing to show them how to do something, not just say what’s wrong?
* Am I willing and able to set clear, specific expectations?

**Care without candor creates dysfunctional relationships. Candor without care creates distant relationships.**

Candor is a two way street. Be willing to hear and act on candid feedback about your effectiveness in the relationship.

From John Maxwell, 5 Levels of Leadership I highly recommend!