Workplace Strategies for Mental Health

Compliments of Canada Life

Avoid blame and shame

Most of us would not intend to blame or shame anyone. Yet, when we give critical feedback, are frustrated with a situation or in a hurry, we may unintentionally come across that way.

When others interpret your words as blame or shame, they may feel judged or interpret your behaviour as an attack. This can lead to decreased engagement or motivation.
In some cases, it can lead to defensiveness, anger, grievances or complaints.

You can avoid these negative reactions by choosing your words more carefully including in times of stress or frustration.



State the need

What you want or need rather than what's wrong



Stay neutral

Don't agree or disagree—just acknowledge their perspective



Redirect negativity

Question what helps rather than what they don't want



Don't take sides

Don't engage in defending others



Ask

Encourage a focus on solutions



Support

Offer on-going support

Learn more about avoiding blame and shame

Avoid blaming and shaming
clwsmh.com/resources/avoid-blaming-and-shaming

Why blame and shame don't work for leaders
clwsmh.com/resources/why-blame-and-shame-dont-work-for-leaders

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