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SHOW NOTES

EPISODE 41: Dealing With Criticism | with MLB Umpire, Vic Carapazza

It's officially baseball season & we couldn't think of a better way to celebrate than to invite our dear friend and MLB Umpire Vic Carapazza on the show. With a 20+ year career behind the plate, a decade in the majors, and most recently a World Series appearance – Vic stands out among today's top umpires in the game. Beyond balls & strikes, the true leadership skill of any umpire is knowing how to deal with constant criticism.

Criticism comes with the territory whether you're leading an organization, or behind the plate in the majors. A leader that can't deal with criticism is like a heart surgeon who can't deal with blood. It's part of the gig!

Dealing with criticism starts with preparation. The more prepared you are, the more confident you will be to stand firm in the face of criticism. If your confidence is shaken, it's like chum in the water, and you can easily get rattled or run over. But trust your fundamentals & your early training, no matter what your area of expertise is.

Criticism doesn't just come from the outside, but we can be our **own worst critic**. **Mistakes are made when you react too fast**, and don't respond with accuracy. Timing is key in any sphere of leadership. Slow down & make the right call. **And if you do make a mistake, own up to it!** Believe it or not, that actually **builds your credibility**.

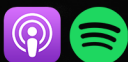
Great leaders & great umpires know how to manage situations. They know how to relate to people, diffuse conflict, and restore order.

Remember, not all voices should be at the same volume. Don't read your own press & be careful with how much you consume on social media. **If you want to stand firm in criticism**, listen to the feedback of the RIGHT voices, your **INNER CIRCLE**, and then **tune out** the rest of the noise.

Doubting yourself leaves you open to being rattled by criticism. But if you display humility & confidence, you can check the truth of the situation. If you made a mistake, you can learn from it. If you didn't, you can trust your preparation.

Great umpires know, it's not about THEM. The best game is when they disappear. So it is with healthy leaders. They understand for the organization or team or family to be it's best, they can work in the background for the stability & integrity of the "game."

Overcoming criticism is about having a **"next play" mentality**. The ability to move on is important, as well as not beating yourself up for a mistake. Be motivated to go out the next day & **bring your best**. You can't allow yourself to be shaken or doubt yourself because of mistakes.



Remember criticism and critique are very different. Healthy leaders (and umpires) **seek feedback** from their team & are constantly looking for ways to get better.

On top of that, **know your team** and extend a level of compassion and understand for what they're going through.

Part of dealing with criticism is **being a professional**. It's not holding grudges or making things personal, but understanding that conflict is part of the game. It's having a short-term memory and **leaving yesterday at yesterday** and making today, today. Don't forget the little things of professionalism — **come dressed for success. Are you sharp & on point, ready to step up to the plate?**

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