

Recently, I came across a book called "Radical Candor" by the author Kim Scott .

In this book the author talks about different communication and feedback styles with the people we work with (this could be in the workplace or at church):

1. Radical Candor
2. Ruinous Empathy
3. Obnoxious Aggression
4. Manipulative Insincerity

"Radical Candor" is when we care personally about a person but still challenge them directly and provide honest feedback to help them improve. This fosters an environment of growth and trust.

"Ruinous Empathy" is when we also care personally, but we don't challenge people because we're afraid of hurting their feelings. This leads to unaddressed issues and doesn't help them learn and grow.

"Obnoxious Aggression" is challenging someone without caring about them personally. Feedback will come across as harsh or insensitive.

Lastly, "Manipulative Insincerity" involves neither caring about the person nor challenging them. This results in disengagement and distrust.

At NLEC we don't often see cases of "Obnoxious Aggression" or "Manipulative Insincerity". At least I hope not. Most of us will likely fall into the trap of "Ruinous Empathy". We all care for each other, and by nature like to avoid confrontation. However, the author encourages us to create a culture of "Radical Candor".

"Radical Candor" is an interesting choice of words. I think as Christians, this is a reminder for us to "speak the truth in love".

The bible in Ephesians 4:15 says: "Instead, speaking the truth in love, we will in all things grow up into Him who is the Head, that is, Christ."

For me personally, this is not so easily achieved. It's also not easy to hear the truth sometimes. Let's pray for God's wisdom and guidance whenever we are presented with these situations.