

CADWALDER

A Note to My Younger Self – Today's Thoughts, How To Respond to Criticism, Both "Constructive" and "Destructive"

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It's me, Angie Batterson, and I am back with my latest edition of notes to my younger self. We all struggle with receiving criticism, and I wish I could tell you that eventually you will be perfect at handling it, but alas, it is not a perfect world, and you may struggle with it forever. Some tips might help, or not, but here it goes.

First. Take a deep breath. You are so reactive—the first to lash out, strike back, and respond. **DON'T DO IT!** There are many types of criticism you will receive, like the email that says "I am not sure what you are getting at" vs. "do you have a point here" vs. "do you have any idea what you are talking about" (I actually got one of those once from a partner I worked with when I was younger), for example. The younger me, well, all of those emails instantly mean the sender is a complete jerk; they think you are stupid, they want you to quit your job, and you are not worthy. Let's see if we can take a deep breath and decide if these emails are constructive or destructive.

As a general rule, most people are just being constructive, but some even well-intended people have the ability to lose all humanity in email translation. You need to take pity on those people, they can't help it, and they are not worthy of your reaction. They sound like jerks in email, and they don't even know it. So you need to decide: who is this sender, friend, or foe? There are real foes in the world, and their intent is truly destructive. The good news is that there are not that many of them that you face in your career. There will be a few standouts for sure, but, I digress, maybe the next note to my younger self edition will cover those jerks, we'll see. For the most part, more often than not, none of these emails are from a destructive person. So breathe, relax, go for a loop around the hallway (did you ever notice how all offices have a big loop? I think they were designed for this very reason), buy shoes online, and do something to break your potentially destructive response to the constructive email. Your nasty gram back will make you look like the jerk, and the jerk will look bright and shiny in comparison.

Second. Always try not to be that person. You will be notorious for shooting off quick, swift, and sometimes one-word emails. At one point in your career, you will actually be reported to HR for replying only "yes" to an email and being described as being a "foe" to someone who wasn't even on your radar screen, let alone someone who rose to the level of garnering your attention or ire. I am not advocating writing novels to answer yes-or-no questions, but try to learn from the tone of the emails that set you on fire. **DON'T BE A FLAMETHROWER.** Okay, I know, those of you who know me well are chuckling now, but really, I am trying to get better even after all of these years. Anyway, if you look at your own emails and your intent in your own words, it can help you decide if your email sender is really a friend or foe. Try to think of what they might have meant. Is there any positive criticism you can take from their email? A big note to self: you are not perfect; there is always room for improvement. Is there anything in the sender's message that might actually have hit home? Is this why you are so upset and years later find yourself writing this article, taking time out from online shoe shopping to try to help make a difference? Not sure, but if you emailed me this morning, hmm, I'm just sayin'.

Third, let's assume the sender is one of the career-crushing jerky big-time foes. Well, the advice is the same. Take a deep breath; don't be a flamethrower. You can actually learn more from these people than from anyone else. As a true foe, they have no reason to pull their punches, and their criticism, while maybe meant to be destructive, can be some of the most constructive you will ever receive because they don't care if they hurt your feelings with truth. So, buy the expensive shoes, buy the shoes you really want, feel great about that, and then go back and look at the email. Really look at it. I am so sorry to say, but about 95% of the time they have a point. Even if it was meant to be destructive, turn that email into a constructive piece of advice for your day.

Finally, criticism can suck. That's just all there is to it. And to be wrong stinks. But alas, you will continue to be wrong on so many occasions. For example, today I dressed down; I thought it was a firm holiday, so I look a little bit like a late middle-aged woman who can't decide if she is boarding a plane to the beach or just pulled something from the 80's out of the back of her closet. I walked into the break room and got a stare and a strange comment about my attire. I was about to be a flamethrower when it hit me. Next week is vacation day, and the firm is really open today. So see, the only real truth is that I am wearing nice shoes, beachgoer or 80's wanna be, it will really be okay in the end!

See You in September!

August 23, 2024

Due to a summer break in our production schedule, the next issue of Fund Finance Friday will be September 6, 2024. We wish those in the United States a happy Labor Day.

Reserve Your Spot for an Evening With PurpleSpace in London

August 23, 2024



The Fund Finance Association is delighted to invite you to a special event focused on increasing awareness of disability inclusion within the FFA community, in partnership with PurpleSpace.

This event aims to build on our DEI knowledge foundations and expand our approach to be more inclusive and supportive. Drinks and canapés will be provided.

Event Highlights:

- Increase awareness of disability inclusion with the FFA via a keynote speech from PurpleSpace
- Support FFA to build a more disability inclusive methodology and demonstrate how allies can lean into the agenda
- Share how organisations can build inner disability confidence and trust
- Hear from senior leaders on the panel of their personal lived experiences with respect to disability and implementing disability best practice/strategy in the workplace

The FFA hope the audience leave the event feeling:

- Equipped to hold 'disability confident' conversations and understand the impact disability can have on working lives
- That they can understand and embrace the various interpretations of disability and individuals lived experiences through storytelling

Accessibility Requirements:

Please note that the registration form contains a section to disclose any accessibility requirements, which we will seek to accommodate as far as possible.

For any attendees with mobility impairments, we kindly ask that you bring a companion to assist you during the event.

Event Details:

Date: 5th September 2024

Time: Arrival at 5:30 PM, Event 6:00 - 8:30 PM GMT

Location: 9th Floor, Lloyds Banking Group - 25 Gresham St, EC2V 7HN

Register [here](#).

Fund Finance Hiring

August 23, 2024

Fund Finance Hiring

Here is who's hiring in Fund Finance:

Wells Fargo & Company is seeking a Fund Finance Analyst in London who will collaborate within integrated deal teams to drive the origination, structuring, and execution of fund finance transactions for top-tier financial sponsors and asset managers worldwide. If interested, you can apply [here](#).

Société Générale is seeking an Analyst who will be for supporting the origination and execution of Capital Call Financings and work with the portfolio manager to ensure efficient and timely management of annual credit reviews, monitoring of credit performance and industry trends. If interested, you can apply [here](#) or reach out to Laurie Lawler at Laurie.Lawler@sgcib.com.

M&T Bank is seeking a Commercial Relationship Manager in Boston, MA. This role would be responsible for an assigned portfolio of loan and/or deposit relationships with major businesses in the community. Learn more and apply [here](#).