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Don: So how did your **end-of-the- year** review go?

Becky: Oh, it was okay. I had my meeting with Mitch this morning and his **bottom line** is that he thinks I need to **show** more **initiative**. He thinks that I need to start being more **creative**.

Don: Did he actually say that?

Becky: Well, **not in so many words**. But I know that **productivity** is a big issue for him. Oh, he said the usual things like "**Keep up** the good work" and "**Thanks for** your hard work," but he also said that he's thinking about bringing some employees into my department. That, to me, means he's not satisfied with what I've been doing.

Don: Are you sure you're not **reading too much into** what he said?

Becky: No, I don't. Either I **shape up** or my job is **on the line** .

Don: Well, I think you may be **overreacting**. Mitch likes to give everybody **constructive criticism** and I think that's what he was doing.

Becky: Do you really think so?

Don: Yes, I do. If you **ask around**, other people will tell you the same thing.

Becky: Maybe you're right. Thanks, Don. I feel better.

Don: I'm glad to hear it.