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**Reviewer Template for Constructive Confrontations**

Thank you kindly for agreeing to review for *Academy of Management Perspectives* (AMP). We know that reviewing is a significant undertaking. We hope that this template eases that burden a bit.

Simply copy and paste into Manuscript Central with your comments included in each section—the system will create its own PDF of this document. Please use subheadings (a, b, c, …) under each topic as needed. Please address your comments to the authors, not the editor. And, of course, be both constructive and cordial; offer specific advice on how to improve the manuscript where possible.

We recommend but do not require use of this template. You may modify or deviate from it, if you feel it necessary to do so to convey your feedback more effectively.

**1. Managerial issue**. *The key feature of an AMP paper is its focus on an important managerial issue. Please comment on whether the manuscript is clearly focused on an important managerial issue and has made a convincing case for its importance.*

a)

b)

c)

[add or subtract as needed]

**2. Background**. *What is already known about this important managerial issue? AMP papers must be well-grounded in the relevant academic and applied literatures. Please comment on the accuracy, depth, and breadth of the background material reviewed in this manuscript.*

a)

b)

c)

[add or subtract as needed]

1. **Gap specification.** *AMP papers must make an even-handed case for omissions, flaws, points of debate, or other aspects of the literature that leave the focal issue inadequately explained. Please comment on how well the manuscript justifies a gap in knowledge.*

a)

b)

c)

[add or subtract as needed]

1. **Analysis.** *Whether conceptual or empirical, AMP papers must provide rigorous original analysis that is appropriate for informing the focal managerial issue. This is the core work of the paper. Please comment on whether this manuscript accomplishes these methodological and analytical goals.*

a)

b)

c)

[add or subtract as needed]

1. **Implications for practice.** *At AMP, this should be the longest section of the paper. The manuscript must accurately and adequately articulate how this study has informed practice and/or policy. The manuscript should also address implementation steps, boundary conditions, and other limitations. Moreover, there should be discussion of future research needed to clarify unresolved aspects of the focal issue. Please comment on how effectively and accurately the manuscript conveys lessons learned from this study.*

a)

b)

c)

[add or subtract as needed]

1. **Readability.** *AMP papers should be clear and concise, not verbose and filled with jargon. They should use clarifying tables and figures, placing less reader-friendly materials in a supplement. Please comment on the manuscript’s structure, flow, and general readability.*

a)

b)

c)

[add or subtract as needed]

1. **[Insert other topic here as needed]**

a)

b)

c)

[add or subtract as needed]

[Add other topics as needed]