

# DIFFICULT FEEDBACK PREP

0 <b>MY PURPOSE-MAKING GOOD</b> What is my intention for the other person? What care? For our team and projects? Why would I be ready to take a risk with my fears and images?	<b>MY EGO THREATS</b> How am I taking this personally? How is my Ego threatened? Check my ID Card.
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3 <b>LEARNING FRONTIER</b> In all cases, my goal is for the person to leave with a sense of inspiration, motivation and empowerment. Whether I have a lot of data and believe there is a burning platform for the observable behavior to change, or whether the issue is more nebulous, try to define a cleaned up Neutral Growth Conclusion and how you keep something exploratory in the process.	2 <b>OBSERVABLE BEHAVIORS</b> What specific behavior am I basing these conclusions on? Try to point out at specific but recurring events.  CAMERA CHECK!	1 <b>“FIXED” CONCLUSIONS</b> What are my conclusions, beliefs and judgments about the person. Can be just “fixed” conclusions about the other person. Can have some MOB charge.
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4 <b>IMPACTS</b> What is the impact on me? On us and our project? What is at stake here for us and for the person?
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