Giving / Receiving Feedback

Receiving Feedback
P78

- **Fears/Concerns/Dreaded Images** as the receiver

- How am I likely to **React/Behave** (Counter-productive Behavior) consequently?

- What **Intention/Goals** in receiving feedback?

  – Learning, Contribution, goals to get "out" of the box?

  – Are these goals compelling enough? **"So What"** test

Providing Feedback
P79

- What **Fears/Concerns/Dreaded Images**
  (hurting the other, looking tough, looking fair)?

- How am I likely to **Deliver**
  (Counter-productive Behavior) consequently?

- What **Intention/Goals** in giving feedback?

  – Learning, Contribution, goals to get "out" of the box?

  – Are these goals compelling enough? **"So What"** test

Learning
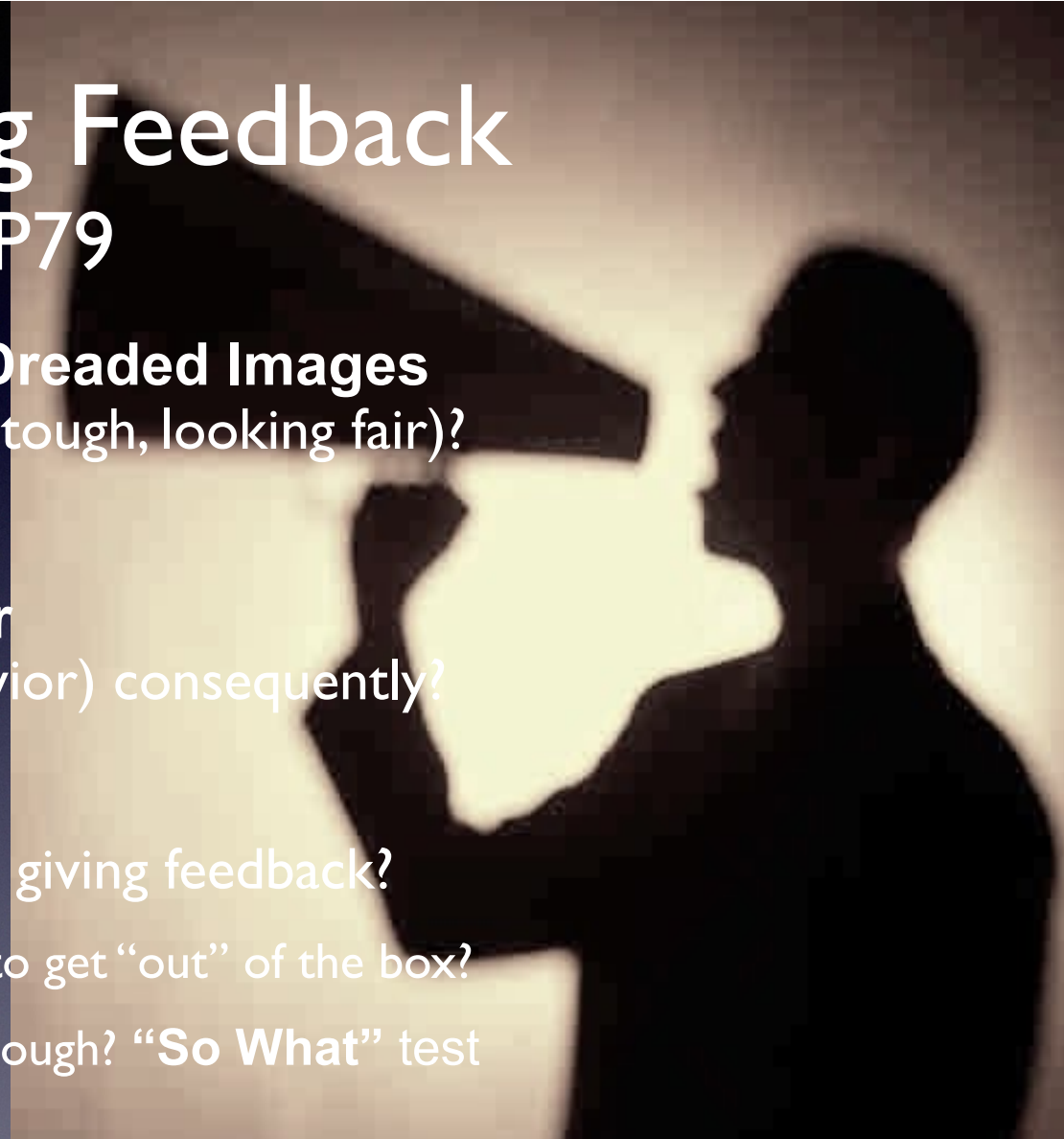
3 ROTATING ROLES

- Time Keeper

- Pinch Umpire

- Moderator

MODERATOR REMINDS US NOT TO:

- Reassure

- Minimize

- Look for excuse

- Problem solve

- Giving unsolicited suggestions, advice

Step 1

Every team member shares their Goals and Fears about PROVIDING feedback (pg. 79)

(The most senior person starts)

Step 2

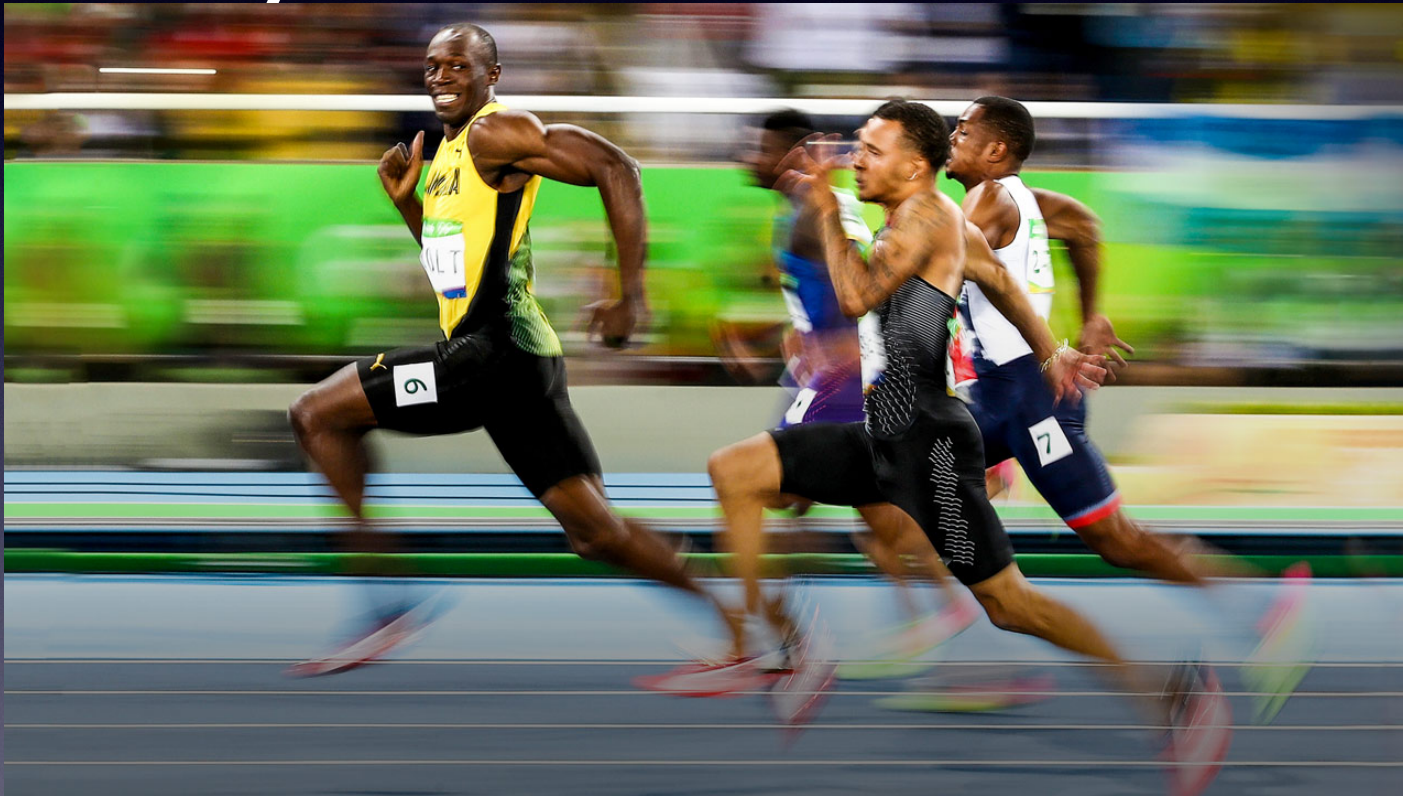1. Person A shares their self-evaluation

   - Share your fears & goals about receiving feedback (pg. 78)

   - Share your summary of the feedback

   - As for clarification for things you do not understand and any additional input you are interested in

2. Other people on the team give their input and FB

   - Share gratitude/appreciation for what s/he brings

   - Offer clarification to her/his questions

   - Point out important topics s/he has not mentioned

   - Only share the essential

   - But don't avoid any essentials

Recipient takes notes; can only ask clarifying questions

Get in your teams!
Let yourselves be seen …

Learning as Leadership