

DIFFICULT FEEDBACK PREP

<p>4 MY PURPOSE-MAKING GOOD</p> <p>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?</p> <p>What can help me reconnect with an intention to leave the other person with a sense of inspiration and empowerment?</p>		<p>3. MY EGO THREATS</p> <p>How am I taking this personally or filtering this through my biases? How is my Ego threatened? Check my ID Card. (look for direct threat or threat by association).</p>	
<p>5 LEARNING FRONTIER</p> <p>Drawing from the observable behaviors I see, what tendency or Neutral Growth Conclusion can I offer? What might we explore together that could open up a learning reflection for the other person?</p> <p>State it humbly, and ask “what do you see?”</p>	<p>2 OBSERVABLE BEHAVIORS</p> <p>The Data Points...</p> <p>What specific behavior(s) or incidents am I basing these conclusions on? Try to point out at specific but <u>recurring</u> events.</p> <p>CAMERA CHECK!</p>	<p>1 “FIXED” CONCLUSIONS</p> <p>What are my conclusions, beliefs and judgments about the person? Look for beliefs that have a making-the-other-person-bad vibe to them, but also look at conclusions that don’t have that emotional charge but are just feel “fixed” about the other person.</p>	
<p>6 IMPACTS</p> <p>What is the impact on me? On our relationship and projects? What is at stake?</p> <p>What conclusions or reputational impacts (see 1) may come out of 2 & 5? (State as explicit belief, not fact.)</p>			
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