

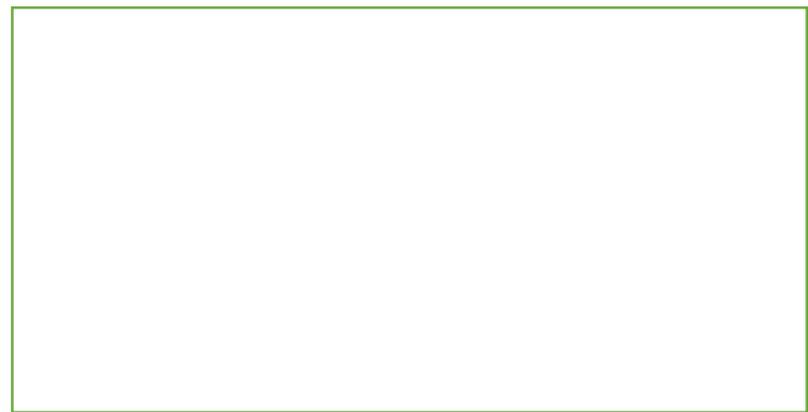
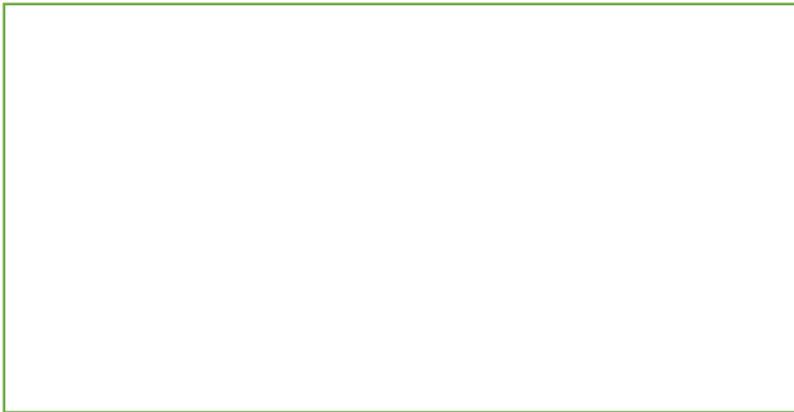
Thanks for the Feedback

Gain insight on your feedback patterns and choose one way to get started

1. Why am I interested in how I give and receive feedback?

2. **Connecting with what lies beneath our surface of feedback**

a. Make a random mark or symbol in each box.



Create an image based on your random marks that answers these two questions:

How I perceive **giving** feedback

How I perceive **receiving** feedback

Pair and Share

When I **give** feedback I tend to

When I receive feedback I tend to

3. Review and complete the 3 kinds of feedback chart

3 Kinds of Feedback	Coaching	Appreciation	Evaluation
Purpose	To help receiver expand knowledge, sharpen skill, improve capability Or, address the giver's feelings or an imbalance in the relationship.	To see, acknowledge, connect, motivate, thank, encourage.	To rate or rank against a set of standards, to align expectations, to inform decision making.
I want this kind of feedback when....			

4. Review and complete the 3 sources of defensiveness chart

Sources of Defensiveness	Truth	Relationship	Identity
Goal	Understanding whether the feedback is true or not.	Separating how we feel about the feedback giver from the feedback itself.	Understand how the story we tell ourselves about who we are squares with the feedback we are given.
Triggered responses	<ul style="list-style-type: none"> • That's wrong • That's not helpful • That's not me 	<ul style="list-style-type: none"> • After all I've done for you • Who are you to say • You're the problem, not me. 	<ul style="list-style-type: none"> • I screw up everything • I'm doomed. • I'm not a bad person- am I?
Questions to ask	<ul style="list-style-type: none"> • <i>Can you give me an example?</i> • <i>What did that mean to you?</i> • <i>What are you worried about?</i> • <i>What do you see me doing that's getting in my own way?</i> • <i>How did that impact you?</i> 	<ul style="list-style-type: none"> • <i>Help me understand your feedback. Then I want to talk about how/why/when you're offering it and some of my relationship concerns.</i> • <i>What am I contributing to the problem between us?</i> • <i>What is most upsetting to you and why?</i> 	<ul style="list-style-type: none"> • <i>Can you help me get perspective on your feedback?</i> • <i>What could I do that would help me improve?</i> • <i>What could I change that would matter most?</i>
Listen for	<ul style="list-style-type: none"> • Data they have that I don't and interpretations they have that aren't the same as mine • Impacts I'm having that I may not be aware of because of my blind spots 	<ul style="list-style-type: none"> • Switchtracks that put a second topic on the table about our relationship. • Systems between us –what each of us are contributing to the issues – and what's my part in that system? 	<ul style="list-style-type: none"> • What's my particular wiring – how far do I swing and how quickly do I recover? • Can I sort for coaching, focused on the opportunity to grow, rather than the judgement implicit in the evaluation or coaching?

5. When I receive feedback, the source of defensiveness that comes up most often for me is....? This often sounds like....

6. One question I can ask in this situation

7. One new thing I want to work on is....A small experiment I can try is....