**Reflective Essay on Giving and Receiving Feedback**

**Introduction**  
Feedback is a crucial tool in personal and professional growth, enabling individuals to refine their performance and align their actions with organizational goals. In my recent 15-minute conversation with my colleague, Jordan, we explored the importance of both giving and receiving feedback, particularly in the context of leadership. We also discussed the concept of establishing clear roles, responsibilities, and standards for team members, especially when taking over an organization. This essay reflects on Jordan's thoughts, new ideas that emerged during the discussion, my feelings about their reactions, and the relevance of feedback in engineering communication.

**Partner’s Thoughts on Feedback**  
During the conversation, Jordan shared several insights regarding feedback, some of which aligned with my own thoughts, while others prompted me to reconsider my perspective. First, Jordan strongly agreed with the module’s assertion that feedback should be given promptly and with clarity. They emphasized that providing feedback immediately allows team members to make adjustments without delay, fostering continuous improvement. Second, Jordan disagreed with the notion of always providing positive feedback first, followed by constructive criticism. They argued that, while positivity is important, direct and honest feedback can often be more effective when given without unnecessary cushioning. This perspective shifted my understanding of how to balance honesty and tact in delivering feedback. Lastly, Jordan agreed with the importance of feedback being a two-way street, where leaders not only provide feedback but also actively seek it from their team. This practice not only fosters mutual respect but also helps leaders identify areas for improvement in their own leadership style.

**New Ideas from the Discussion**  
Two new ideas emerged during our discussion that added depth to my understanding of feedback. The first idea was the concept of **“feedback loops”**. Jordan mentioned that feedback should be part of an ongoing conversation, not a one-time event. A feedback loop ensures that employees are consistently aware of their performance and can adjust their actions accordingly. This idea resonated with me, as I recognized that continuous feedback can help individuals feel supported in their development, rather than feeling overwhelmed by an annual or sporadic evaluation. The second idea was the importance of **emotional intelligence in receiving feedback**. Jordan pointed out that leaders need to be mindful of their emotions when receiving feedback, as it can sometimes feel personal or uncomfortable. They suggested that leaders should practice active listening, remain open-minded, and view feedback as an opportunity for growth, rather than as criticism. This idea deepened my understanding of the emotional dynamics involved in receiving feedback and the importance of managing one's reactions to it.

**Reactions and Emotional Response**  
Jordan’s reactions during the conversation made me feel both validated and challenged. I felt validated when Jordan agreed with my views on the importance of giving clear and timely feedback, as it reinforced my belief that prompt communication is essential for growth. On the other hand, I felt challenged when Jordan disagreed with my approach of always leading with positive feedback. Their perspective encouraged me to reconsider my method and become more comfortable with delivering constructive criticism directly. I appreciated their honesty and the thoughtful nature of their responses, which made me feel respected and motivated to refine my approach to feedback.

**Feedback in the Context of Engineering Communication**  
From an engineering communication perspective, feedback is an essential element of teamwork and collaboration. Engineers often work in complex, high-stakes environments where clear communication is key to problem-solving and innovation. Establishing clear roles, responsibilities, and standards is essential, as it ensures that everyone on the team understands their contributions and how they align with project goals. Furthermore, regular feedback helps engineers assess their work against these standards, allowing them to make adjustments and improve the quality of their output. In engineering, feedback should not only be given during formal evaluations but should also be integrated into daily interactions, ensuring that issues are addressed promptly and solutions are implemented efficiently. My discussion with Jordan highlighted how feedback, when approached with emotional intelligence and openness, can foster a culture of continuous improvement and collaboration—key components for success in engineering teams.

**Conclusion**  
The conversation with Jordan about feedback provided valuable insights into how feedback can be delivered and received more effectively in professional settings. By understanding the importance of feedback loops and emotional intelligence, I have gained a deeper appreciation for the role feedback plays in personal and team growth. This exercise reinforced the significance of clear communication, not only in leadership but also in engineering, where collaboration and iterative improvement are vital. I will continue to refine my approach to feedback, ensuring that I remain open to both giving and receiving it in a way that fosters growth, mutual respect, and high performance within teams.