

RADICAL CANDOR

Care Personally & Challenge Directly

Soliciting Feedback

Asking for feedback is the best way to introduce Radical Candor into your organization.

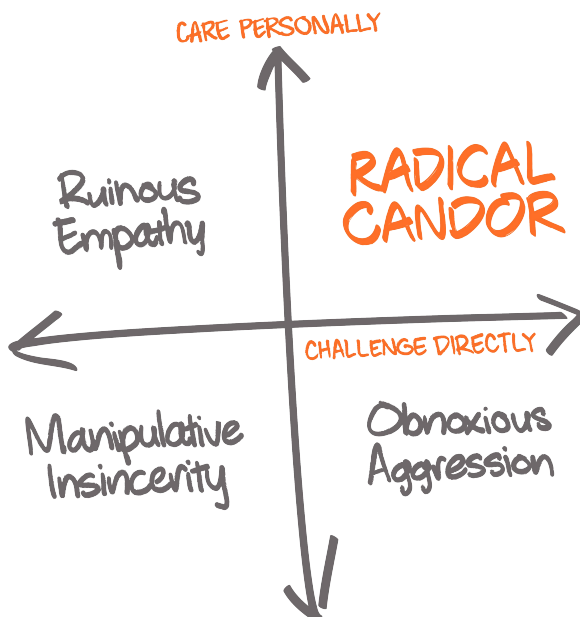
- Ask a go-to question that invites engagement: "What can I...?"
- Wait (5+ secs); embrace the discomfort!
- Listen with the intent to understand.
- Reward the candor.

Go-to Questions

Here are some example questions to get you started:

- What's something I did in the last week that made it difficult to work with me?
- What could I have done differently to make your job easier?
- In the last week, where did I get involved that you wish I hadn't? Where did I avoid getting involved where you wish I had?
- Here's what I tried to accomplish in the last week, how could I have approached this better?

The Go-To Questions I plan to ask are:



PRACTICE. PRACTICE. PRACTICE.

Be curious! Remember when you get well-structured feedback, the person giving it took a big risk.