

5 Quick Tips to Help You Practice Radical Candor

Radical Candor is Not Brutal Honesty

It means to share your (humble) opinions directly, rather than talking badly about people behind their backs.

Radical Candor happens at the intersection of **Care Personally** and **Challenge Directly**.

Care Personally means that you care about the other person, not about whether you are winning a popularity contest.

Challenge Directly means that you share your perspective and invite the other person to do the same.

Learn to Take It Before You Give it

Soliciting feedback is an important part of any successful relationship and your first step in practicing Radical Candor.

- Ask a Go-To Question
- Embrace the Discomfort
- Listen to Understand, Not to Respond
- Reward the Candor

Keep Your Feedback HIP

Humble → Helpful → Immediate → In person → In Private → Not about Personality

Check in with yourself to make sure you are using these guidelines for a productive conversation.

Can't talk in person? The hierarchy of technology is video → phone → text

Break Feedback Down to Its CORE

C – Context (Cite the specific situation.)

O – Observation (Describe what was said or done.)

R – Result (What is the consequence that is most meaningful – to you and to them.)

E – nExt stEps (Discuss the best way to move forward.)

Adjust Your Approach

Radical Candor is *measured not at the speaker's mouth, but at the listener's ear*; it's not what you say, it's how the other person hears it.

When giving praise or criticism, pay attention to how the other person is responding, and adjust accordingly.

If a person gets emotional → this is your cue to demonstrate you Care Personally. Show some compassion.

If the person is not hearing you or keeps ignoring what you're saying → this is your cue to Challenge more Directly; to be more clear. Remember, it's not mean, it's clear.

