

Fearless Feedback* Webinar Key Takeaways

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Three types of feedback

In a culture of continuous learning, we need all three types of feedback – **appreciation**, **coaching** and **evaluation** – to learn, grow and improve together.

A “I notice you. I get you. You matter.”

C “Here’s how you can improve....”

E “Here’s where you stand against expectations.”

Ways to ask

- What’s one thing I’m doing that you think is working well?
- What’s working that you’d like me to continue?

Ways to ask

- What could I be doing that would help the team?
- What’s one thing I’m doing or failing to do that’s getting in my own way?

Ways to ask

- On a scale of 1-10, I thought that was X. What do you think?
- How am I doing based on your expectation of where I’d be by now?

Three challenges to receiving feedback well

WHY?

Challenge to **SEE** TRUTH TRIGGER

- Seeing what the giver means
- Seeing yourself clearly

Challenge of **WE** RELATIONSHIP TRIGGER

- Separating the “what” from the “who”
- Understanding relationship systems

Challenge of being **ME** IDENTITY TRIGGER

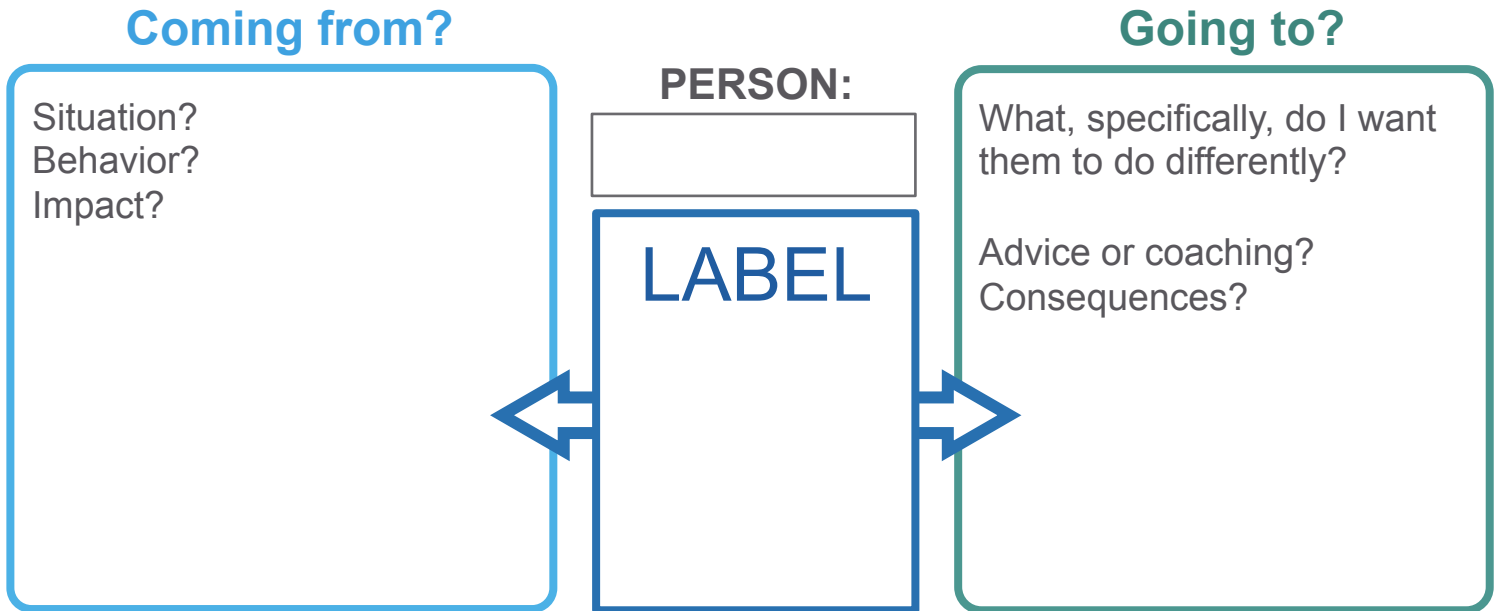
- Understanding how you receive feedback
- Cultivating a growth identity

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The challenge to **SEE**

What feedback do you need to give?



Guide to Working with **ME**

If someone has coaching for me

Here's my best advice for how – and when – to offer it so I can hear it

Pet peeves about feedback

If triggered by feedback

How can others tell?

Advice for handling or interpreting my reactions

Do I prefer feedback by app/ email / chat / in-person?