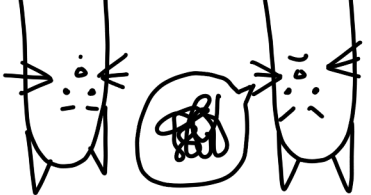


AS WE ORGANIZE,  
CONFLICT WILL HAPPEN.  
FEEDBACK SKILLS HELP  
US HANDLE THIS  
CONFLICT WHILE  
BUILDING TRUSTING,  
LOVING RELATIONSHIPS  
WITH OUR COMRADES.  
LET'S TALK ABOUT HOW  
TO HAVE THESE HARD  
CONVERSATIONS!

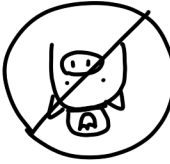


# GIVING & RECEIVING CONSTRUCTIVE FEEDBACK

INSPIRED BY  
VICKI LEGION'S  
CONSTRUCTIVE  
CRITICISM: A  
HANDBOOK



- TIP #1 -  
MAKE SURE YOUR  
HEART'S IN THE  
RIGHT PLACE. DON'T  
GIVE FEEDBACK TO  
PUNISH.  
KILL THE COP  
IN YOUR HEAD.  
- TIP #2 -  
BE CONCRETE. FOCUS  
ON THEIR WORDS &  
ACTIONS. DON'T MAKE  
ASSUMPTIONS ABOUT  
THEIR INTENTIONS.




REMEMBER THAT  
MAKING MISTAKES  
IS HUMAN & YOUR  
COMRADE WANTS TO  
BUILD A BETTER  
WORLD JUST LIKE YOU ♡



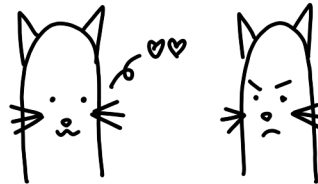
READ VICKI LEGION'S  
HANDBOOK HERE

WWW.JANNA.INK

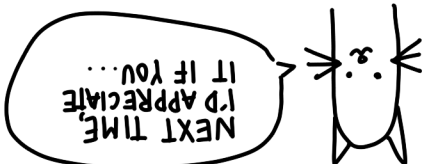
- TIP #3 -  
GET A HANDLE ON  
YOUR OWN FEELINGS &  
WHAT'S COMING UP  
FOR YOU. REFLECT ON  
YOUR ROLE IN THE  
SITUATION.  
- TIP #4 -  
LET THEM KNOW  
WHAT YOU'D LIKE  
THEM TO DO  
DIFFERENTLY NEXT  
TIME. SHARE WHY  
THIS CHANGE  
WOULD MATTER TO  
YOU.



- TIP #2 -  
EMPATHIZE. VALIDATE  
OR ACKNOWLEDGE THEIR  
FEELINGS IF YOU CAN DO  
SO GENUINELY. TRY YOUR  
BEST TO HEAR THEM OUT  
WITHOUT GETTING  
DEFENSIVE.



- TIP #4 -  
LET THEM KNOW  
WHAT YOU'D LIKE  
THEM TO DO  
DIFFERENTLY NEXT  
TIME. SHARE WHY  
THIS CHANGE  
WOULD MATTER TO  
YOU.



## WHAT ABOUT RECEIVING FEEDBACK?

- TIP #1 -  
PARAPHRASE WHAT  
THEY'VE SAID TO MAKE  
SURE YOU'RE CORRECTLY  
UNDERSTANDING THE  
FEEDBACK.

