

Thought Generator

1. Pick an example:

Think of someone you'd like to give feedback (or someone you didn't get a chance to give feedback in the past). Work-related issues are best, but personal examples are okay too.

Jot down a quick description of the situation. Throughout the workshop, you'll craft your feedback "script" and get feedback on your feedback. It can be anonymous, but keep it real.

2. Do a feedback check:

Think of someone who gave you feedback recently.

Can't think of someone quickly? You probably aren't getting enough feedback.

3. And a random, unrelated task: draw a scene with bunny rabbits here. (Really? Yes!)

Note: If you're working digitally, draw this scene on paper since you'll be sharing it later.



Feedback Prep Grid

ASK	TELL		ASK
1. Micro-Yes <ul style="list-style-type: none"> • Get buy-in • Reduce mystery / allow prep 	2. Behavior <ul style="list-style-type: none"> • Focus on behavior, not person • Deblur 	3. Impact statement <ul style="list-style-type: none"> • Why does this matter? • Who is affected by it? 	4. Question <ul style="list-style-type: none"> • Check how they see it • Agree to an action plan
EXAMPLE A: Do you have 10 minutes to talk about your last email to Jill?	I noticed you replied to her email three days after she sent it.	I mention it because she can't move forward without your reply, so it might delay her team.	What do you think our process should be moving forward?
EXAMPLE B: Can I share some thoughts with you about that meeting?	During the meeting you announced to everyone that there is a delayed schedule before letting me know.	I bring it up because we looked uncoordinated in front of our clients, which can impact their trust.	How do you see it? Can we agree to...?