

12 DAYS TO BETTER FEEDBACK *Challenge*

DAY 1

Complete the "Feedback Mindset and Behaviors Self-Evaluation" PDF. Pick two, one to whom you want to give positive feedback and one to give constructive feedback.

DAY 2

PINOT Assignment: Write a draft of the feedback you want to give in a "No BS" way. Get all your thoughts on paper.

DAY 3

Use the SIP Model to revise what you wrote the day before. Use the SIP model to tweak your feedback as needed.

DAY 4

Practice delivering this feedback with someone you trust. Ask them to give you feedback on how you delivered it.

DAY 5

Think about the person(s) to whom you are giving feedback. What motivates them? What is their preferred communication style? Is this reflected in your feedback?

DAY 6

Consider the impact you want your feedback to have. What are the 3 words you must keep in mind that will achieve this impact?

DAY 7

Today's the big day! Give the constructive feedback.

DAY 8

Evaluate what happened when you gave constructive feedback. How did it go, what worked, what didn't, and what would you do differently next time?

DAY 9

Use the SIP model when thinking about what positive feedback you can give.

DAY 10

Give the positive feedback. What was the impact on you? On the other person?

DAY 11

Now it's your turn to receive feedback. Think about what you would like feedback on. Decide on two people you can trust to ask for feedback.

DAY 12

Ask your people for feedback. You may want to give them time to reflect or schedule a time for an honest discussion.