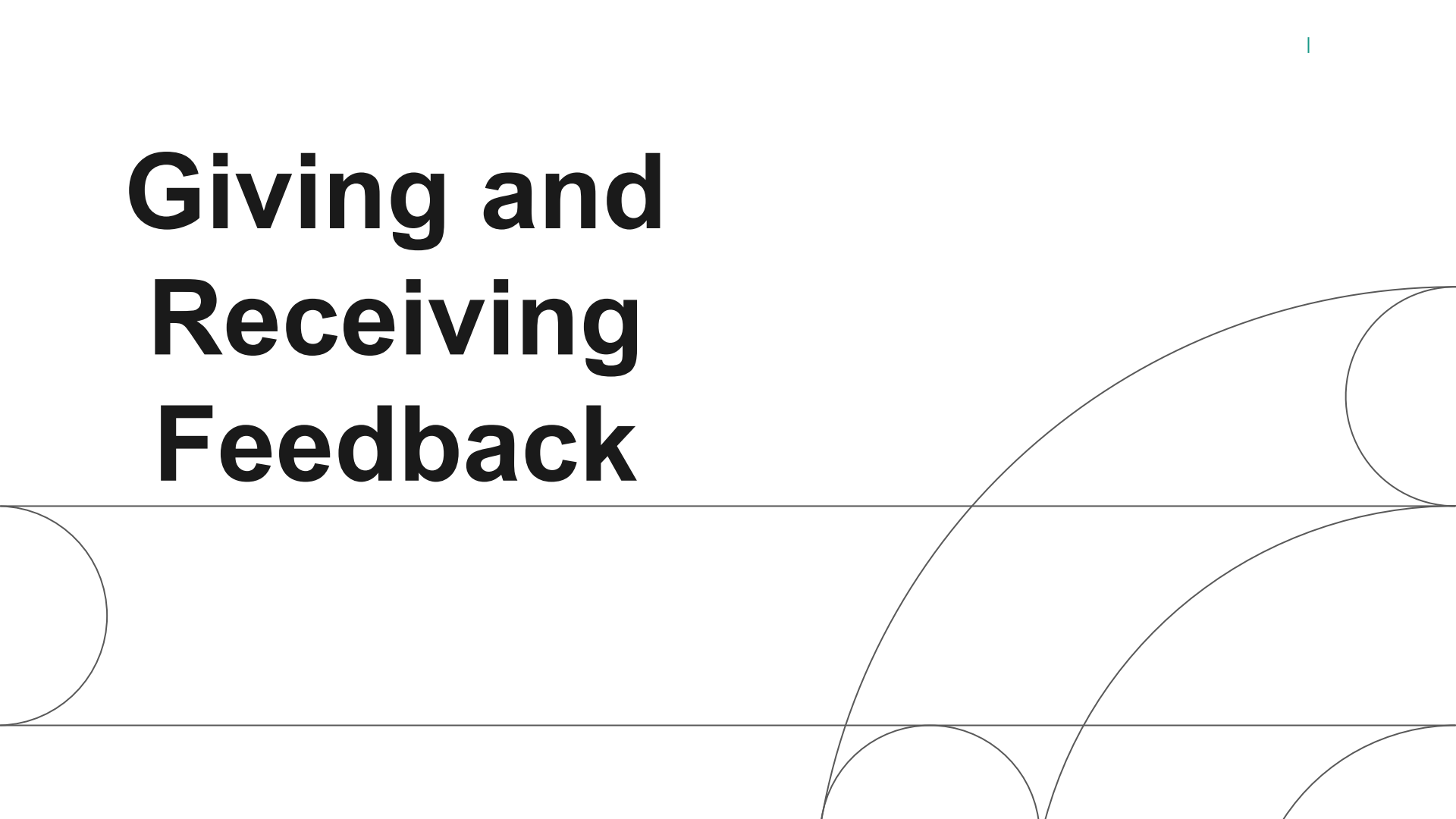


Giving and Receiving Feedback





Feedback

- Prepare feedback from a place of growing your peer
- Think about behaviors (words, actions) that had an impact on you (positive or negative)
- List those behaviors. Be specific.
- How did those behaviors impact you? Be specific.



Delivering Feedback

When delivering feedback:

- List behaviors (actions/words) of theirs that have had an impact on you. Be specific.
 - These behaviors can be seemingly small or simple in their own, and yet have had an impact on you.

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- What is the impact that their behavior had on you?
Steer clear of ascribing intent.
 - Ascribing intent looks like -- When you did or said X, it makes me think you Y; avoid delivering feedback that takes on this form.
 - Instead, focus on the impact their behavior has on you -- When you did or said X, it makes me feel Y; this ensures that you are keeping feedback on your side of the net.

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- Give them space to reiterate what they heard. If they do not, gently ask them to share what they heard.



Receiving Feedback

- Receiving feedback can feel hard! Practice techniques to receive feedback.
 - In the moment, resist any urge to formulate a response to their feedback.
 - Instead, focus on what your teammate is telling you, so that you can repeat back what you heard.

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- Take a stab at repeating what you heard. "What I heard is that when I did or said X, it made you feel Y".
 - If you find that they are ascribing intent, steer them to talk about the impact that your actions/words had on them.
 - "I hear you speaking to what I might be thinking or trying to do, can you instead share what you were feeling in that moment to help me understand?"



Things to think about while giving and receiving feedback...

- What did you learn about yourself? What did you learn about your teammates?
- What, if anything, might you modify about your behaviors when working in a team?

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- What did you find most challenging when giving feedback? When receiving feedback?
 - What did you find easier than you anticipated when giving feedback? When receiving feedback?