

FEEDBACK CONVERSATIONS

7 NOT-SO-CLEVER WAYS

1. “Are you open to some feedback?”
2. “Don’t get upset/defensive about this, but...”
3. “I don’t know how to say this, but...”
4. “I don’t remember any details of this, but...”
5. “Let’s start with what you did well: nothing...”
6. “I need to talk to you tomorrow about something serious...”
7. “I don’t mean to sound critical, but...”

10 CLEVER WAYS

1. “I would love to debrief our recent interaction - anything we could brainstorm regarding what I could have done better?” (Puts you in hot seat first - practice this even when you don’t have feedback to offer the other person)
2. “I have a couple simple thoughts...”
3. “One thing that would help me is...”
4. “I’ve noticed...and was wondering...”
5. “My goal is your success...” (or “I want what you want...” or “I’m for you...”)
6. (curiously) “Tell me more about...” or “What are your thoughts on...” If their answer is lacking, you could add: “What’s 1 thing you could have done better?”
7. “I need your help with...” or “One thing that would help me is...” “I have high expectations because your potential is so great, one way I see you can continue to maximize that is...”
8. “Do we need a better system for...?”
9. “How can I help you do/be...?”
10. “Am I seeing this right?” or “What about trying...”