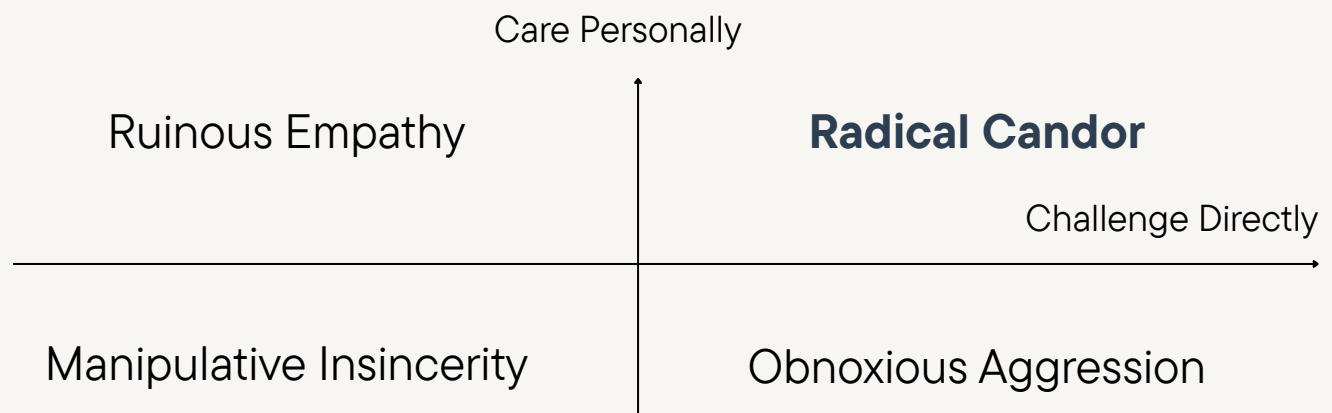


GREAT FEEDBACK

Radical Candor by Kim Scott

Radical Candor encourages feedback reflecting that you care personally *and* challenge directly.



Radical Candor invites you to demonstrate deep care *and* challenge things honestly and directly. Ideally, you're showing deep care and building trust all the time, so others experience your less frequent tough candor as compassionate.

Some guidelines include:

1. Routinely solicit, accept, and use feedback yourself.
2. Give people a heads-up, such as "Can we talk right after the meeting?" or "Do you have time this afternoon? I'd like to offer some feedback about your project." And give people the chance to choose a better time and place.
3. Use "I" statements.
4. Be direct and honest.
5. Describe specific observations, behaviors and impact.
6. Pursue dialogue, not monologue.
7. Share your interpretations, and seek feedback, more information, or other productive challenges to your interpretations.
8. Stay problem and solution focused.
9. Give people opportunities to change and grow. (Flip side - Make sure you and others don't saddle someone with an old reputation that no longer fits.)