

Caring Feedback: Telling the Hard Truth

EXERCISE 1:

What are the five characteristics of a growth relationship?

1. _____
2. _____
3. _____
4. _____
5. _____

Taking these qualities into account, name at least one colleague with which you enjoy a growth relationship: _____

Now, please resume the audio presentation at the beginning of Track #5.

EXERCISE 2:

Caring feedback can be extremely powerful. It can also be so difficult that you routinely let opportunities to provide such feedback pass by. Describe a time when you should have provided caring feedback to a co-worker or colleague, but failed to do so. Looking back on this incident, what should you have told this person?

Now, please resume the audio presentation at the beginning of Track #8.

EXERCISE 3:

Revisit the incident you described in the previous exercise. Knowing what you know now about starting with small risks, how *specifically* could you have broached the issue you should have addressed? How would you have made your intent clear? In other words, what could you have said to decrease the odds that your colleague would have responded negatively?

Now, consider the art of self-disclosure. Please describe an incident you have used self-disclosure effectively. If you cannot come up with an example, then describe an incident in which you've seen someone **else** do so with positive results.

Now, please resume the audio presentation at the beginning of Track #11.

EXERCISE 4:

Now that you've learned the power of caring feedback and self-disclosure, it's time to think about how to use them in the future. Please think of a colleague with whom you can "practice" these skills. (It may or may not be the person you named in the previous exercises.) Then, plan an encounter - perhaps an informal meeting or lunch - with him or her in which you will employ these skills. Below, outline your goals for this meeting; afterward, answer the last question on this worksheet.

You've just had your meeting and returned to your office. Please jot down your "gut reaction" as to how it went. Did you achieve your goals? Why or why not? How did your colleague respond to your caring feedback? What will you do differently in the future?
