

Receiving Feedback

Reflection: Think of a time you received feedback that resulted in your learning, growing and changing. What were your first reactions? What enabled you to learn/grow?

Receiving Feedback Exercise

1. Seek it out: What do you want feedback about? From whom?
2. Make a specific request. EG What is one thing you like about XYZ? What is one thing I could do better? Plan to ask clarifying questions and use active listening. *Also, breathe.
3. Its natural to ask your supporters. Look outside your fan club - who else might have insights for you?
4. When you receive challenging feedback: plan to step back, reflect. Make two lists: What do you agree with? Disagree with? Work on what has value and spend time thinking about the rest. See if you can find some new truth in the feedback or something you could seek clarity or additional perspective about.
5. Thank them.

Giving Feedback

1. Who do you want to give feedback to? Why/what is your intention? When is the best time to give it (after asking them if they want it)?

2. Complete the MadLib:
When you (state specific behavior): _____
I feel (state impact): _____
In the future (make specific request): _____

Negotiation Exercise

What are some upcoming negotiations that might benefit from System 2 thinking?

How can you approach it?

Reminder: Don't let time pressure effect your decisions. Partition it out/break it down into steps. Have patience

- What is the subject matter? What additional information do you need (about what is possible, about your partner's interests, etc.)?

- What is your current position? What are your interests?

Position:

Interests:

- What are some alternatives?
- What are some possible decision making criteria?