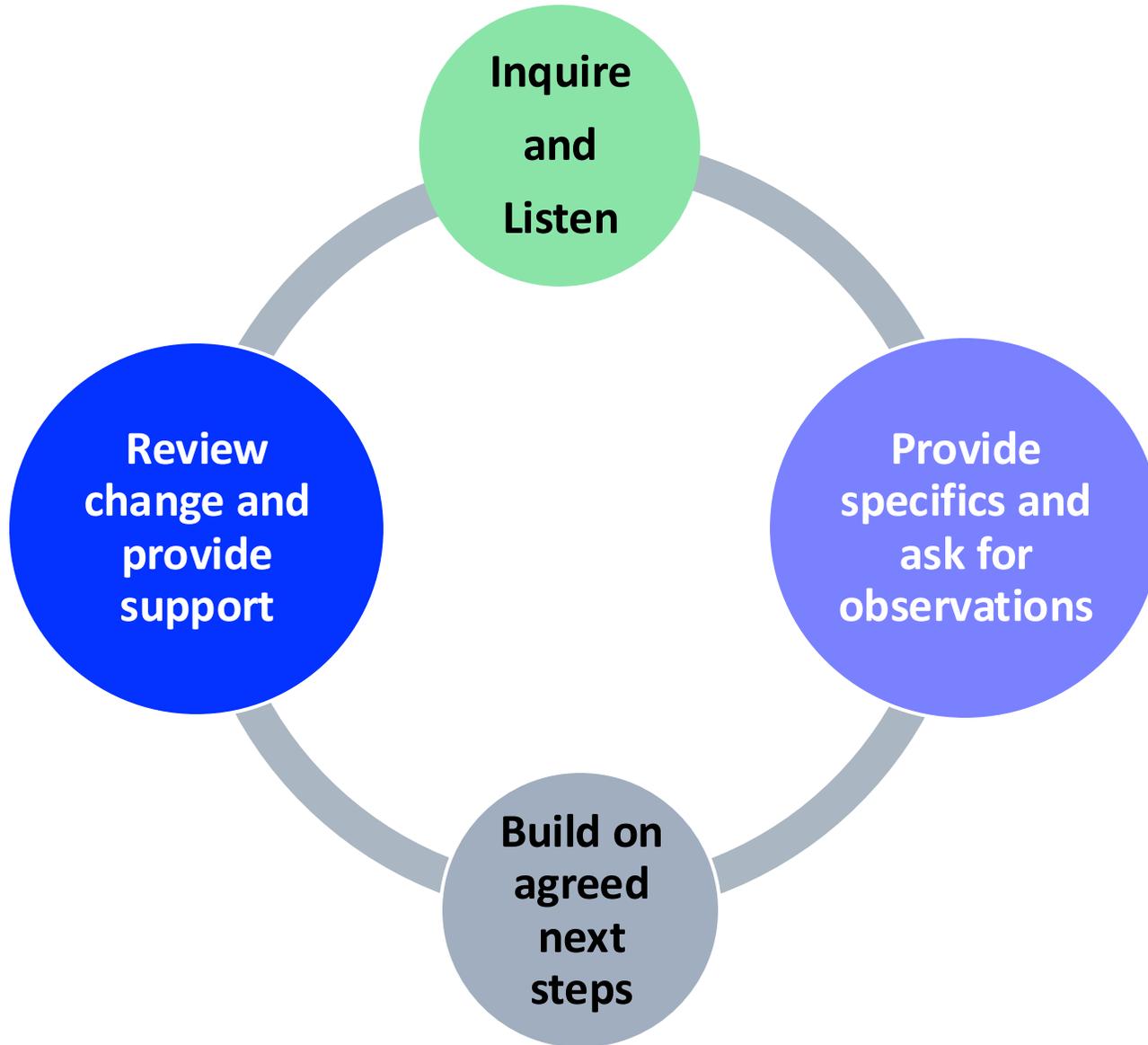


Feedback as a Conversation



Powerful Questions to open powerful feedback conversations



OPENING INQUIRY

1. Let's take time to review what you learned from **xxx**
2. What do you feel went really well?
3. How do you know that?
4. What do you feel you would like to do differently next time?
5. What first steps would you take towards better?

Powerful Questions to open powerful feedback conversations



Provide
specifics
and ask for
observations

SHARING YOUR PERSPECTIVE

1. It's interesting you noticed **x** went well, I thought so too ... specifically **abc** OR
2. It's interesting you noticed **x** went well, I thought so too ... I think it could have been even more impactful if.....
3. Your assessment of what needs to change/improve is aligned to mine....I would add that I noticed **xyz**
4. How do you feel about my additional observations?

Powerful Questions to open powerful feedback conversations



Build on
agreed
next steps

FUTURE FOCUS

- 1. You mentioned your first step towards better would be.....
How will that make a difference to you next time?**
- 2. In addition, you could think about**
- 3. What do you need from me?**
- 4. How will you know you are making progress?**
- 5. When would you like to catch up and how will we do that?**

Powerful Questions to open powerful feedback conversations



REVIEW

1. How did you feel you got on with **x** today?
2. What's the shift since the last time?
3. I've noticed you doing more of **xyz** and that's made a difference of **abc**
4. I think you could do more with.....
5. How do you feel about what I have said?
6. What have you learned and what will you let go?

Leadership Conversations and Assertive Feedback

