

Kickstarting Feedback Conversations



REDUCE REACTIONS

How you kickstart a feedback conversation will make or break your effectiveness.

It doesn't cut it to ask, "can I give you some feedback?"

No, that question sparks immediate defensiveness.

Instead, use these transition statements to strategically lower defenses, ask permission, and send a message that what you're able to share is for their benefit.

VALUABLE TRANSITION STATEMENTS

- *Can we connect for a few minutes? I'm seeing an opportunity to strengthen your communication and I want to help you get set up for success.*
- *I'm hoping you and I can connect on something I'm seeing as a potential blindspot, could we hop on the phone and chat through?*
- *I'd love to give you coaching on an area I know will be important for where you want to take your career, do you have a few minutes?*
- *I'm seeing an opportunity to elevate your impact within the team, can we hop on a quick Zoom and explore?*
- *Could I steal a few minutes of your time? I'm noticing something that has potential to hold you back from being as successful as you want to be, could we hop on a quick Zoom?*

