

My Coach 1-liners

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| 1. Which of the 7 Principles applies most when delivering feedback? | <input type="checkbox"/> |
| 2. When you give feedback, remember to stop after Experience (The What, When, Where part) and then head into Explore (What does this look like for you?) before you decide if you need to dive into Explain (how would you like to move forward?) | <input type="checkbox"/> |
| 3. Which of the 4 questions is most important to ask yourself BEFORE giving feedback?
a. What is my true intention with giving feedback?
b. Am I making some assumptions about this person and their abilities, decisions, behaviors? What story have I told myself about this person?
c. Have I laid out my expectations in clear and direct terms?
d. Have I set realistic goals with this person? | <input type="checkbox"/> |
| 4. What 1 conversation should I have this week, that will greatly reduce the need for Confrontation conversations? | <input type="checkbox"/> |
| 5. When was the last time you ASKED for feedback? Were you specific in your ask? What was the impact? | <input type="checkbox"/> |
| 6. What is the most important thing to keep in mind when you are RECEIVING feedback? (Post your replies for your peers.) | <input type="checkbox"/> |
| 7. What do the 4 Objectives have to do with Feedback? | <input type="checkbox"/> |
| 8. How can you incorporate the 4 Objectives into Giving Feedback? | <input type="checkbox"/> |
| 9. How can you incorporate the 4 Objectives into Asking for Feedback? | <input type="checkbox"/> |
| 10. How can you incorporate the 4 Objectives into Receiving Feedback? | <input type="checkbox"/> |
| 11. How can you incorporate the 4 Objectives into Praise? | <input type="checkbox"/> |
| 12. How does Feedback tie into Transformational Idea #1 – “...gradually then suddenly, one conversation at a time?” | <input type="checkbox"/> |
| 13. How does Feedback tie into Transformational Idea #2 – The Conversation IS the Relationship? | <input type="checkbox"/> |

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| 14. How does Feedback tie into Transformational Idea #3 – All conversations are with myself, and sometimes they involve other people? | <input type="checkbox"/> |
| 15. What prices do we pay if we don't have a culture of feedback – where feedback is not openly shared and received? | <input type="checkbox"/> |
| 16. What are the benefits of a feedback-rich culture – where feedback is shared and received 365 days a year on our teams and with the people around us? | <input type="checkbox"/> |
| 17. When did you last give feedback? What was the impact? | |
| 18. Research shows that 98% of employees will fail to be engaged when managers give little or no feedback. When was the last time you had a Feedback conversation with an employee? | <input type="checkbox"/> |
| 19. 78% of employees said being recognized motivates them in their job. When did you last give Praise to an employee? | <input type="checkbox"/> |
| 20. 65% of employees said they wanted more feedback while 58% of managers think they give enough. Are you giving your people what they want? | <input type="checkbox"/> |
| 21. 43% of highly engaged employees receive feedback at least once a week – compared to only 18% of employees with low engagement. | <input type="checkbox"/> |
| 22. What is the difference between Feedback and Confrontation? Reply to this with your thoughts. | <input type="checkbox"/> |
| 23. What are you describing in the “Experience” step of Feedback? (Not for print – The “When, Where, What” of what you experienced) | <input type="checkbox"/> |
| 24. What does it mean to “Explore” in Fierce Feedback and how is it different from other Feedback models? (Not for print – “being curious about their experience – interrogating reality and provoking learning) | <input type="checkbox"/> |
| 25. What is the goal of “Explain”? (Not for print – Helping them come to self-generated insights as to why this feedback is important and to help them identify their Future Focus) | <input type="checkbox"/> |
| 26. What are some of your internal obstacles which prevent you from receiving or giving feedback more often? How might you overcome those? | <input type="checkbox"/> |