



# The Human Optimization Project

## Pod-Club

### **E38 How to Give Feedback: The Art of Being Candid, Clear, and Constructive**

#### **Discussion Questions for this Episode:**

- 1) How do you personally define “feedback” and what different forms can it take?
- 2) Think about some of the most helpful feedback you’ve ever received. What was it about that feedback that made it so effective? Think about this in terms of... the person that gave it, how it was delivered, and what state you were in to receive it.
- 3) Now, think about a person you feel is not responsive to feedback. Discuss some common characteristics that set “feedback” up for failure. Think about this in terms of: the giver, the receiver, and the content of the feedback.
- 4) In your opinion, what are the top 5 characteristics of high quality, impactful feedback?
- 5) What are the three most common mistakes that you’ve seen OTHERS make when giving feedback? Now, what are the three most common mistakes YOU make when giving feedback?
- 6) On a scale of 1-10 (with 10 being highest), how good are you at giving feedback? What score do you think others would give you on your feedback? Specifically, what would they say is good about your feedback, and what needs to improve?
- 7) Generate a list of at least 3 sentences you could use to open a conversation where you are about to deliver difficult, constructive feedback to someone else. Read those sentences to others and ask them to help you improve them.
- 8) Tell your group at least one new thing (action step) you are going to do or behavior you are going to adopt to improve your ability to deliver high quality feedback.
- 9) After others list the "one new thing" of "action step" they are going to do, help them refine that to make it more: clear, objective, measurable, and simple.