

Worksheet #1: Partner reflection

1. Identify a time you received feedback that didn't land well.

2. Which of the identity trigger or triggers got in the way of your ability to receive the feedback and in what way?

Truth trigger:

Relationship trigger:

Identity trigger:

3. Were there other ways your identities or those of the person providing feedback contributed to the experience:

4. Can you identify the kernel of truth?

Worksheet #2: Performance management application

1. What steps can you take to strengthen your own feedback practices as well as the culture of feedback in your organization?

2. How can you encourage supervisors to bring performance issues to you before they reach the “no change” state?

3. How do you and your organization’s supervisors convey goals and expectations? How well do you think they are understood? How closely are they tied to organizational mission and team or programmatic goals? Are there changes you can make to goal and expectation setting practices?

4. What is the most useful aspect of your performance review process? What is the least effective? How can you improve the overall process and ensure that implicit bias is managed and mitigated?
