Ice Breaker

In your group, share:

- Your name
- Why are you excited about your service year?

“You participate with enthusiasm during staff meetings and never hesitate to offer a creative suggestion or opinion. That has to stop.”

Radical Candor

![CARE PERSONALLY](chart1)

![CHALLENGE DIRECTLY](chart2)
Putting it Into Practice

Think of a situation on which you could give feedback. It could be at work, school, home.

Describe the situation:

Challenge Directly

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<th>Situation</th>
<th>Behavior</th>
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Putting it Into Practice

Use SBI to draft what you might say to challenge the person directly.
## Care Personally

### HIP Feedback Is…

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- Your intention shows
- Identify a common goal
- Clarify what you’re NOT saying
- Offer reassurance

### Putting it Into Practice

Use the tips to draft what you might say to demonstrate that you care.
Things to Remember

- The next best thing to Radical Candor is Obnoxious aggression

- If we’ve been Obnoxiously Aggressive, our natural tendency is to revert to Manipulative Insincerity

- Being Ruinously Empathetic may seem ‘nice’ but it can do more harm than good

- Get feedback on your feedback and track it to improve