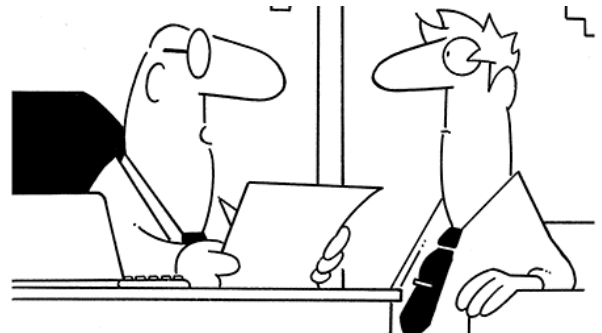


Radical Candor
Giving Effective Feedback

Ice Breaker

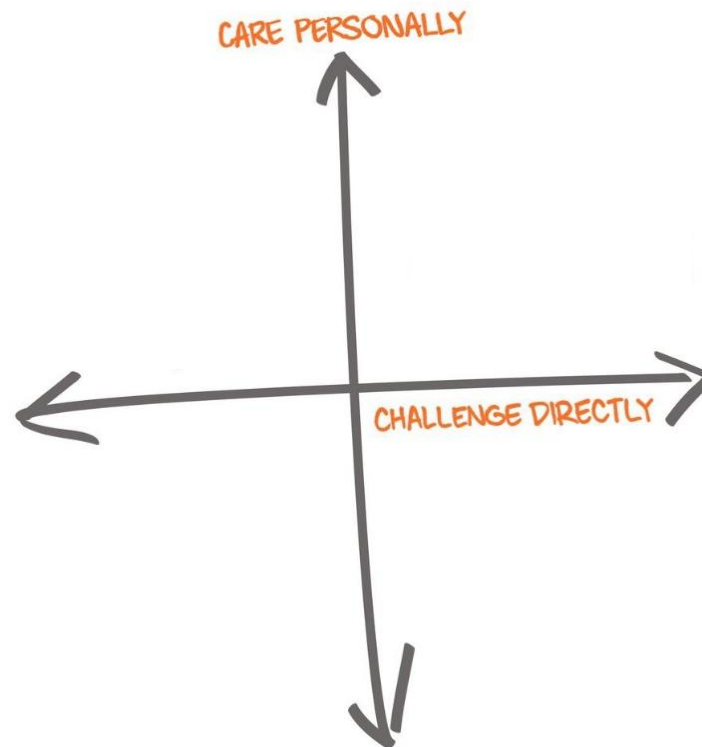
In your group, share:

- 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



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

S	Situation	<hr/>
B	Behavior	<hr/>
I	Impact	

Putting it Into Practice

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

Care Personally

HIP Feedback Is...	
H	
H	
I	
I	
P	
P	

Notes:

- 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

