

Squiggly Careers PodSheets



Feedback and the skill of radical candor

Radical Candor

The act of challenging directly and caring personally, carried out at the same time.

“ Make sure that you are seeing each person on your team with fresh eyes every day. People evolve, and so your relationships must evolve with them. ”

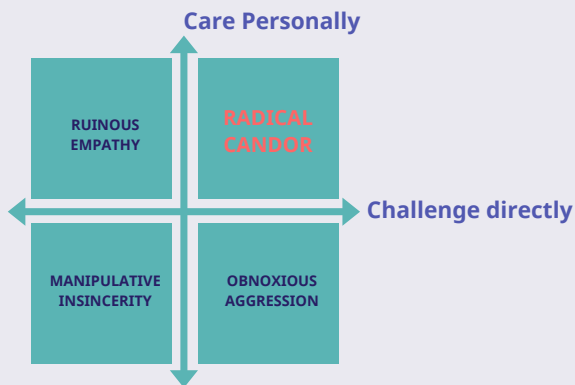
Kim Scott (Radical Candor)

How are you giving feedback at work?

How are you receiving feedback at work?

The Radical Candor Framework

Use like a compass to guide conversations to a better place.



3 ways to be radically candid with feedback

- 1 Solicit feedback first**
Lead by example by showing others the usefulness of feedback in the workplace.
- 2 Show vulnerability**
Don't dread but embrace all conversations, even the difficult ones.
- 3 Action any feedback**
And be sure to circle back.




Apply the Radical Candor approach at work

-  **Locate the exit nearest to you**
Understanding your career possibilities and being bold can help you to challenge directly.
-  **Being empathetic is the catalyst for change**
Asking questions from a place of learning rather than ego can help you to care personally.

Coach Yourself Questions

- 1** What does 'caring personally' look like for you?
- 2** What might 'caring personally' look like for others on your team?

Recommended resources

-  [Just Work, Get it done Fast and Fair](#)
Kim Scott
-  [Ted Talk: The Secret to giving great feedback](#)
Pointers from cognitive psychologist LeeAnn Renninger
-  [How to fix feedback](#)
[Squiggly Careers Episode 205](#)

Amazing if