# Managing Well *with* Tonya Ladipo, LCSW

**Podcast Worksheet**

## REFLECTION QUESTIONS

**Consider your experiences with receiving feedback or criticism. How has that shaped the way you engage others around feedback?**

## ACTION ITEMS

- **Good feedback has actionable steps to change behaviors. Clearly state what did not go well and what needs to be different in the future.**
- **A part of the feedback process is the opportunity to create solutions. Together, come up with proposed solutions and a timeline to review progress with your direct report.**

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## ACTION ITEMS

- **Acknowledge your own reactions. Take time after an incident to journal or walk to become aware of your own feelings and manage those emotions before providing feedback. Release what is criticism and move into being curious about what happened with the direct report by scheduling a time to listen first and then provide feedback.**

- **Create a list of questions to check your biases and potential for criticism before sharing feedback.**

## ADDITIONAL RESOURCES

- Feedback Checklist

- The Definition of Criticism
  https://www.dictionary.com/browse/criticism

- The Importance of Feedback
  https://www.linkedin.com/pulse/importance-feedback-7-undeniable-reasons-why-your-needs-jon-jennings