

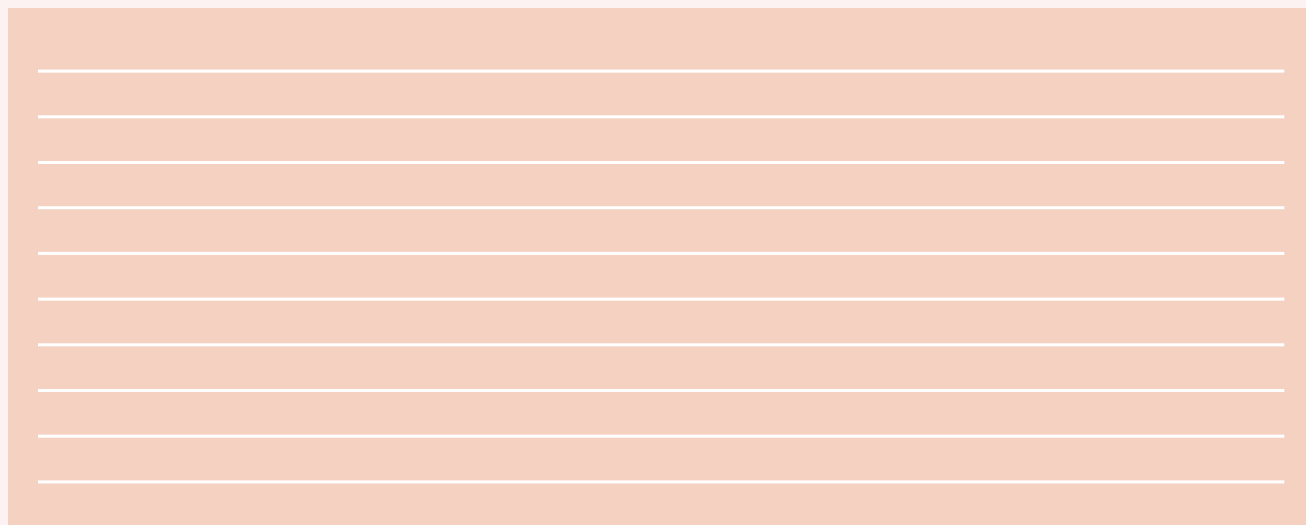
# Managing Well

*with Tonya Ladipo, LCSW*

## Podcast Worksheet

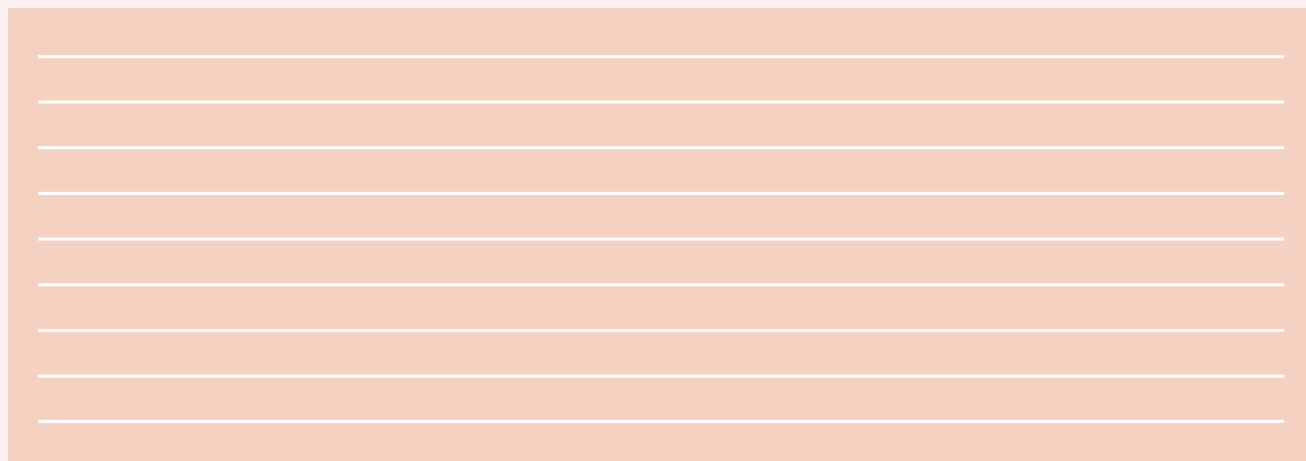
### REFLECTION QUESTIONS

Was there a time when you were criticized in the workplace? What words or phrases triggered you and/or let you know that it was criticism and not feedback?

A large rectangular area with horizontal lines for writing, intended for the user to answer the first reflection question.

Reflect on a time when you received feedback (not criticism) that was difficult to hear.

- Why was it hard to hear?
- What did you do with the feedback you received?
- Did you talk about it with a peer or mentor? Why or why not?

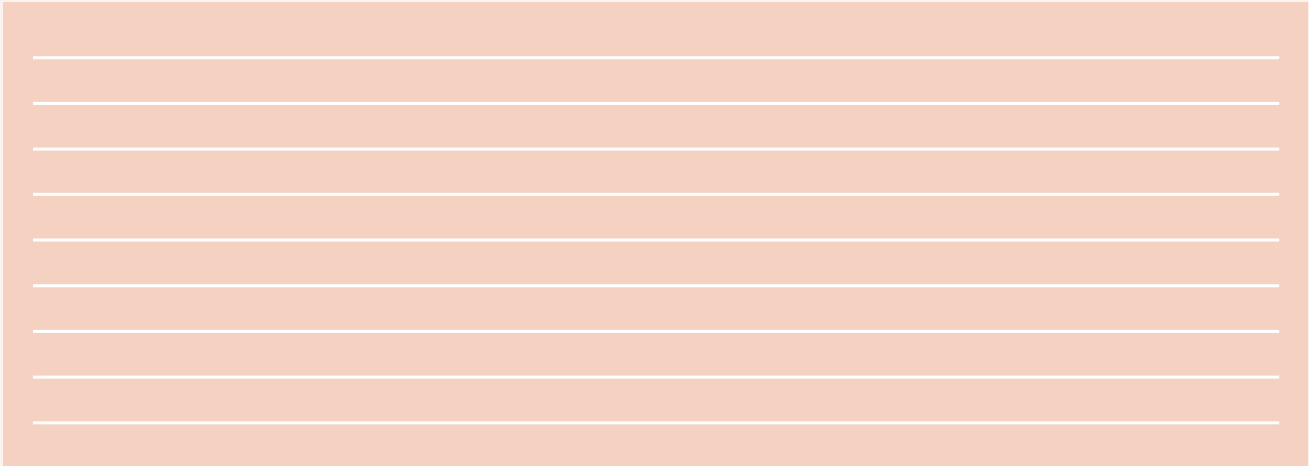
A large rectangular area with horizontal lines for writing, intended for the user to answer the second reflection question.

# Managing Well

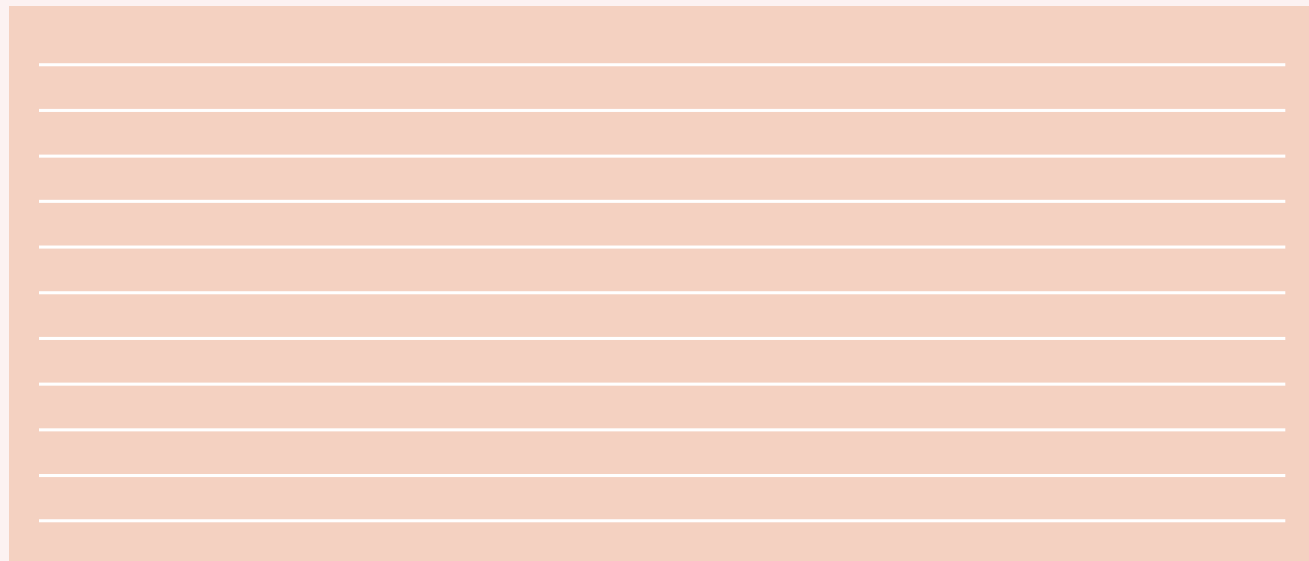
*with Tonya Ladipo, LCSW*

## Podcast Worksheet

### REFLECTION QUESTIONS



Leaders take the lead on creating the feedback loop. Think about your team and the many different opportunities for engagement. Where can you begin to intentionally create space for feedback?



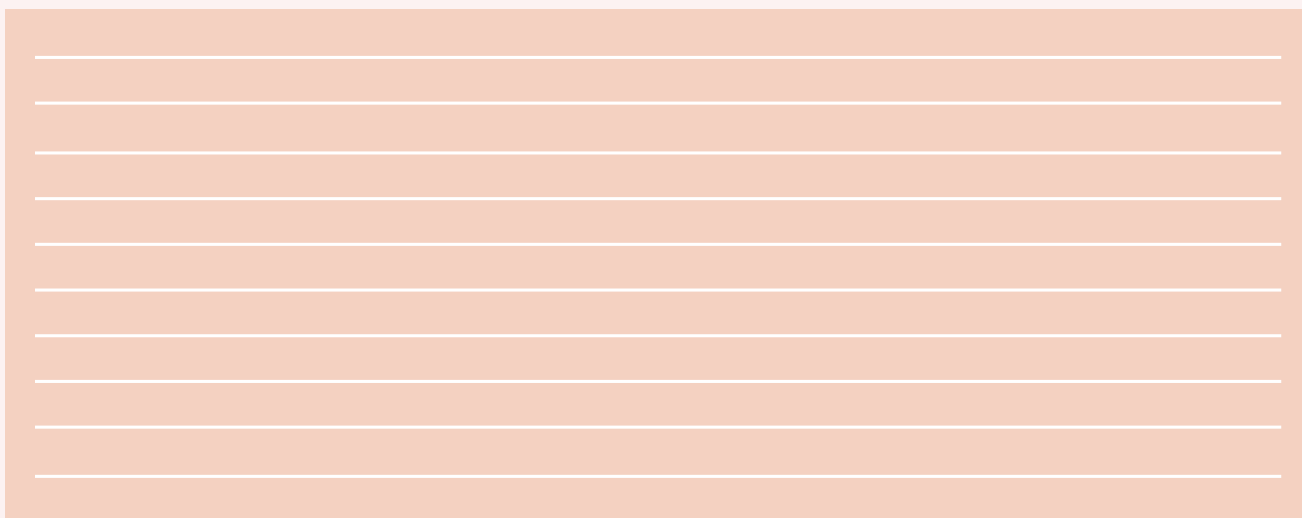
# Managing Well

*with Tonya Ladipo, LCSW*

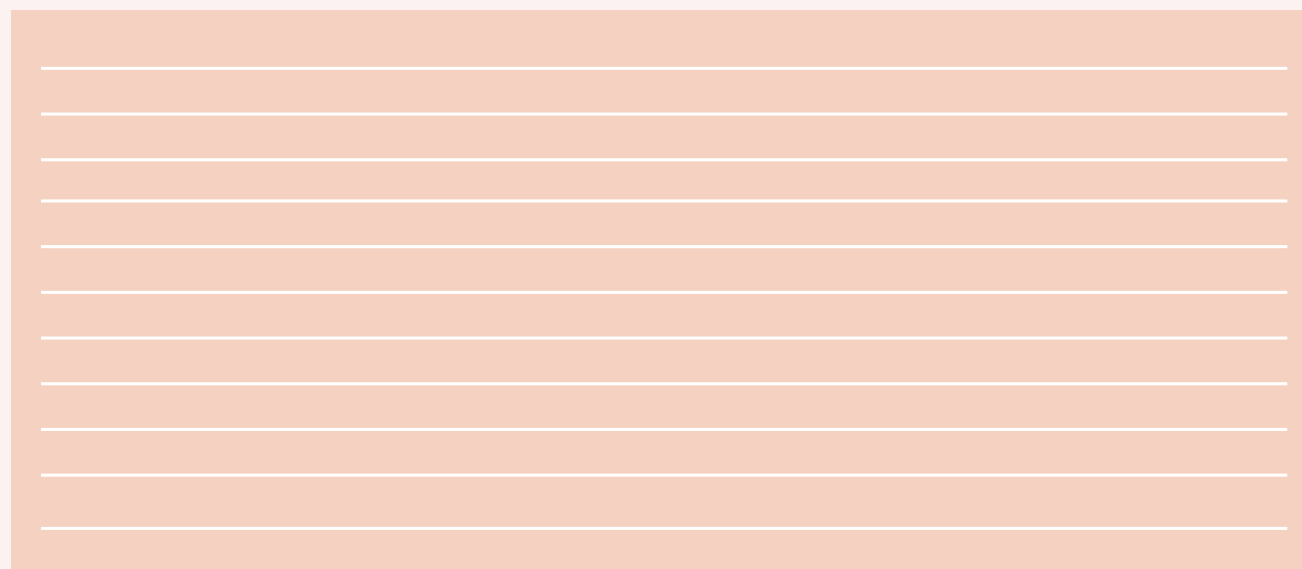
## Podcast Worksheet

### REFLECTION QUESTIONS

How would having a peer network impact your ability to respond and take action when you hear feedback?



Consider your current peer network. Do you have 2 - 3 peers or mentors who give you helpful insight and highlight biases and areas you are unaware of? If not, who will you connect with to begin to build those relationships?



# Managing Well

*with Tonya Ladipo, LCSW*

## ACTION ITEMS

- **People managers need feedback too.** Create a feedback loop to receive input from others about your performance. Schedule time to hear from your team as a group and individually on a regular basis - weekly, monthly, quarterly, not just annually. Start today by asking, What am I doing well? What could be even better? What do you wish I would do differently?
- **We all have biases and may have blocks to receiving feedback.** Set up a peer accountability group to help you examine your biases and take action on the feedback you receive from your team.
- **Develop a peer network.** Identify a trusted group of peers who understand the many layers of people management.

# Managing Well

*with Tonya Ladipo, LCSW*

## Podcast Worksheet

### ADDITIONAL RESOURCES

- **Feedback Checklist**  
<https://docs.google.com/document/d/1-0tL-QN8YRBjsqgamnzoC6INSzu6R-43tRA6E97D7ag/edit#heading=h.mhbgb4ojccp9>
- **5 Benefits of Feedback and Why It Matters**  
<https://www.betterup.com/blog/benefits-of-feedback>
- **What Good Feedback Really Looks Like**  
<https://hbr.org/2019/05/what-good-feedback-really-looks-like>