



BEING BRAVE: GIVING, RECEIVING, AND INCORPORATING FEEDBACK AS A PROFESSIONAL

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INTRODUCTIONS



What is your name?



What brought you here?

WHAT'S BRAVERY
GOT TO DO WITH
IT?

"...bravery isn't a trait we possess or don't. Bravery is something we do. Which means that it is available for everyone."



<https://medium.com/@tashpericic/what-is-bravery-what-does-it-mean-to-be-brave-bd653e6126ee>

FEEDBACK & WHY IT MATTERS TO LEADERSHIP

1. **Feedback boosts employee engagement**
2. **Makes employees more motivated**
3. **Makes career development possible**
4. **Helps leaders lead better**

Source: [Leadersedgeinc.com](https://www.leadersedgeinc.com)



Not all conflict is bad.

Conflict may be confrontational, but it is also a doorway to discussion.

People communicating where their boundaries are is a good thing.

GIVING FEEDBACK

If you're going to give criticism
also offer a solution

Do what is asked first and
offer feedback afterwards

Pick your medium wisely

RECEIVING
FEEDBACK

5 WAYS TO GET THE MOST OUT OF **ASSESSMENT FEEDBACK**



INVITE
the colleagues you
work with regularly.



BE OPEN
to the results.



LOOK
at the big picture.



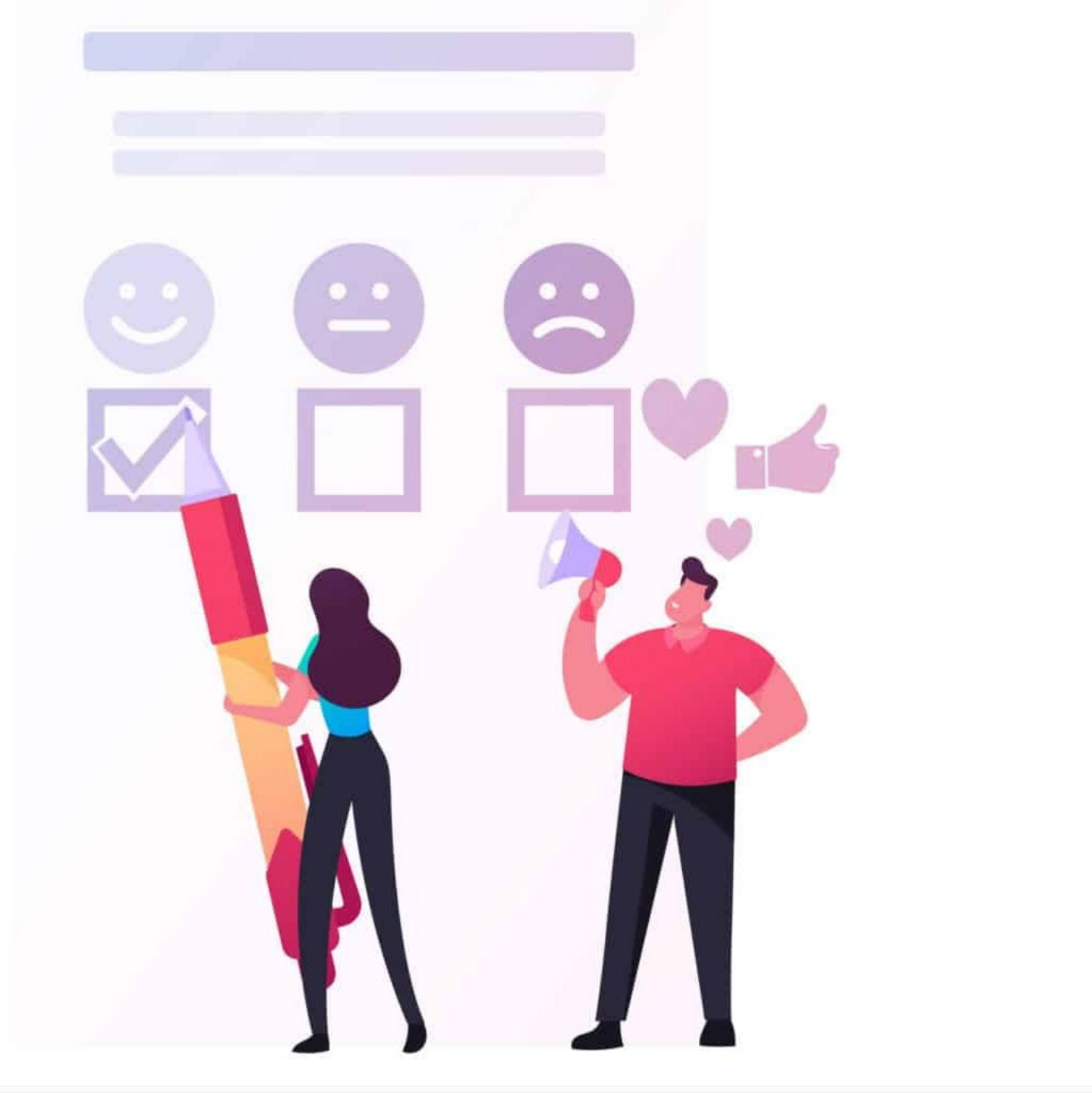
SET
realistic goals.



MONITOR
your progress.

TIP #1

Solicited vs. Unsolicited feedback



TIP #2

Are you seeking a solution, validation or are you venting?

1. Sets the expectations for both feedback input and output
2. Allows the person who is providing feedback to think about what they want as a result
3. Ordered from greatest to least amount of mental and emotional labor



Venting

Validation

Solution

Mental & Emotional Labor

The background is a vibrant orange color. On the left side, there are several speech bubbles in white, blue, and red, some containing thumbs up or thumbs down icons. A large white speech bubble at the top left contains the word 'RESO' in red. Below it, another speech bubble contains 'QUAND'. In the bottom right corner, a stylized illustration of a person in a dark suit is holding a long, red, curved banner. Next to the person is a white box filled with colorful spheres in blue, red, and grey.

INCORPORATING FEEDBACK

- Be open and enthusiastic to receive feedback
- Ask people for feedback
- Thank people
- Refer to shared goals
- Link actions you take to the feedback that inspired them

<https://trainingindustry.com/articles/performance-management/5-easy-ways-to-incorporate-feedback-into-your-work-life-every-day/>



- "This meeting could have been an email"
- "We've always done it this way"
- Over-reliance on acronyms and inside references, particularly when around new employees

- Brave leaders and professionals embrace feedback as necessary for growth
- Feedback makes organizations and relationships healthy and strong
- **Giving Feedback:**
 - Offer criticism with a solution
 - Do what is asked first and offer feedback after
 - Medium matters
- **Receiving Feedback:**
 - Invite feedback
 - Be open
 - Look at the bigger picture
 - Set goals
 - Monitor your progress
- **Incorporating Feedback:**
 - Be open and enthusiastic to receive feedback
 - Ask people for feedback
 - Thank people
 - Refer to shared goals
 - Link actions you take to the feedback that inspired them



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Thank you