



# Feedback Conversations

How to have a clear and kind conversation that you are proud of.

IGD



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# Goal Setting

**The feedback  
conversation I would  
like to be able to have  
is.....**

**With**

**About**

**Because**

# Three realities – Stay on your side of the net



**Colleagues  
Intent**

Needs  
Motives  
Emotions  
Intentions



**Colleagues  
Behaviour**

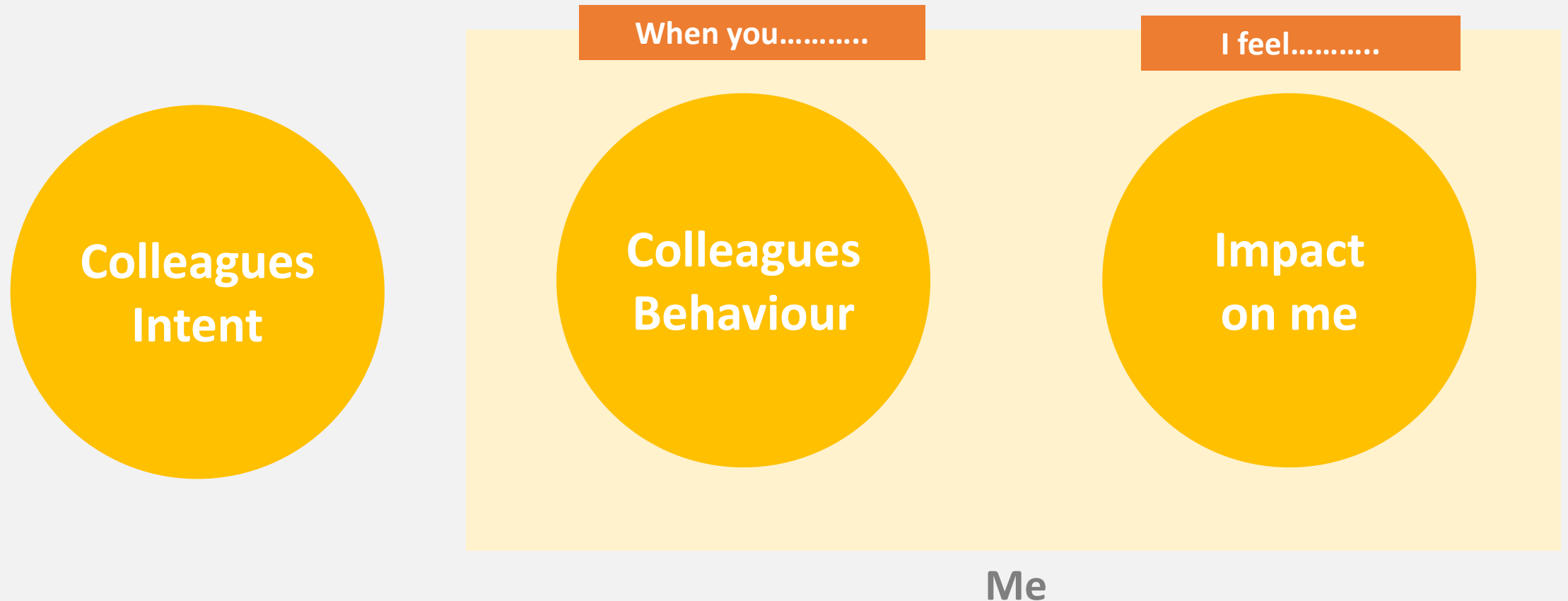
Tone  
Gesture  
Facial Expressions



**Impact  
on me**

Emotions  
Response

# Feedback structure



“Pralita can I have a chat about this morning’s meeting”.

“**When you** didn’t mention my contribution to the project, **I felt** ignored and belittled”.

“Do you have a few mins now so that we can chat about it? I would like to understand your perspective.”

# Practice

The feedback conversation I would like to be able to have is.....

With

About

Because

Intent

When you.....

I feel.....

Behaviour

Impact