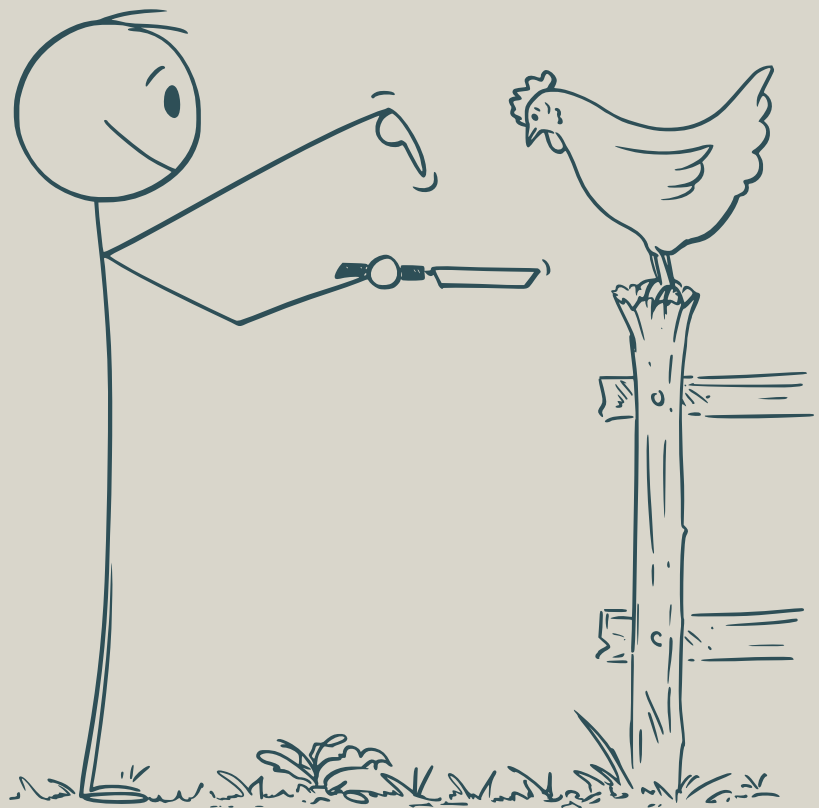


how to give productive feedback

"see, feel, need" technique →



illustrations by Zdenek Sasek

*Inspired by The Best Friend Therapy Podcast with Elisabeth Day & Emma Reed-Turrell

Kate Sotsenko
Productivity Training & Coaching



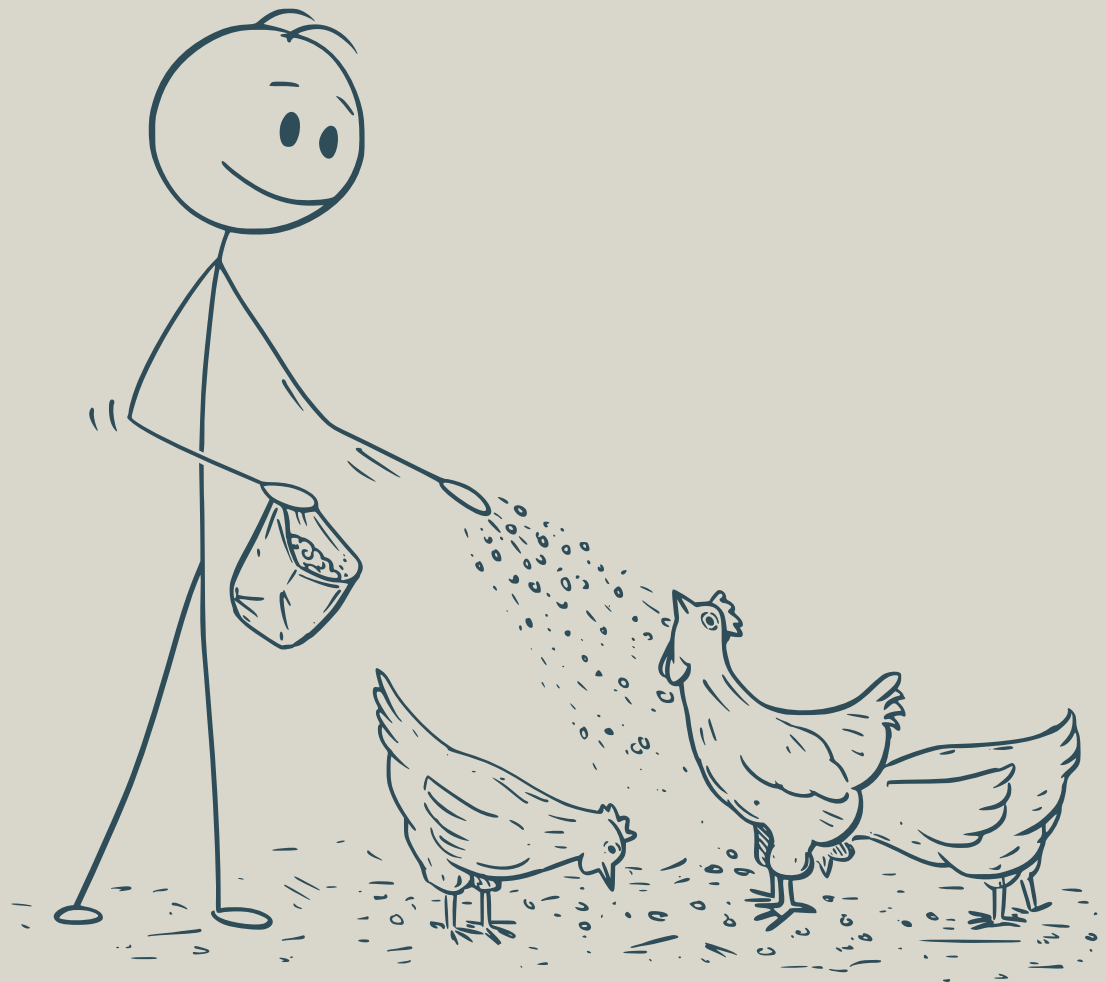
#thegoodbusy
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the how...



the how

see, feel, need



the how

I see – **what's seen**

everyone knows and notices

I feel – **the unseen**

others don't know but you notice

I need – **the value**

benefits for them, the team and
the business



example

I see you have been extremely diligent with the timelines.

I feel you're fully committed to give your best to this project.

I need you to go more in the depth on the data analysis to help us make the final decision.



the why

we're more receptive to criticism
when we feel heard and cared for

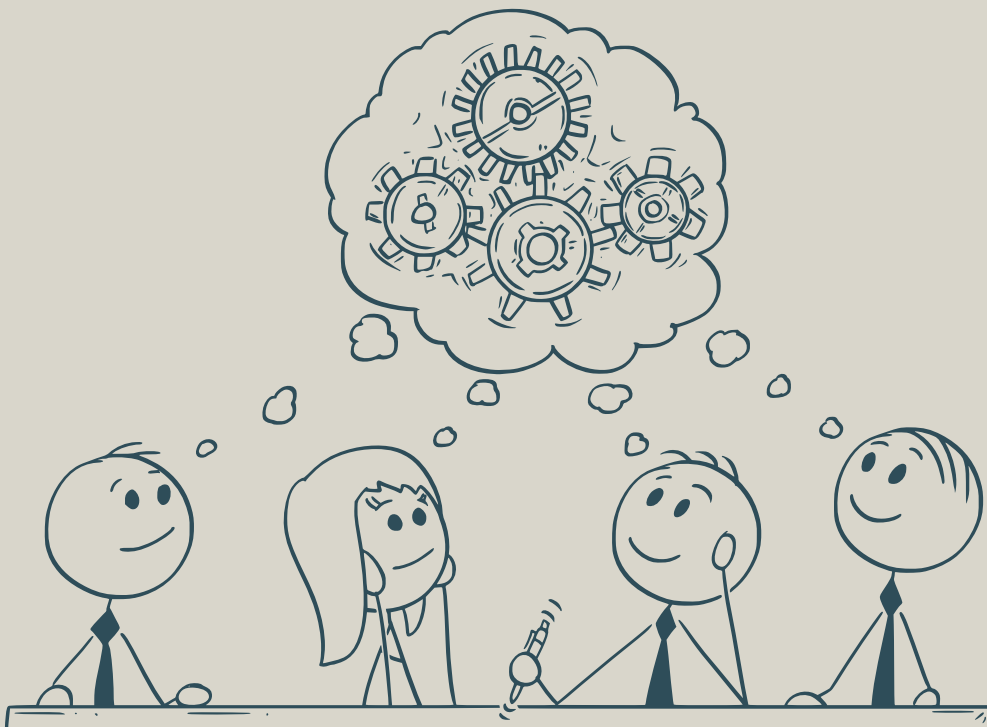


the what



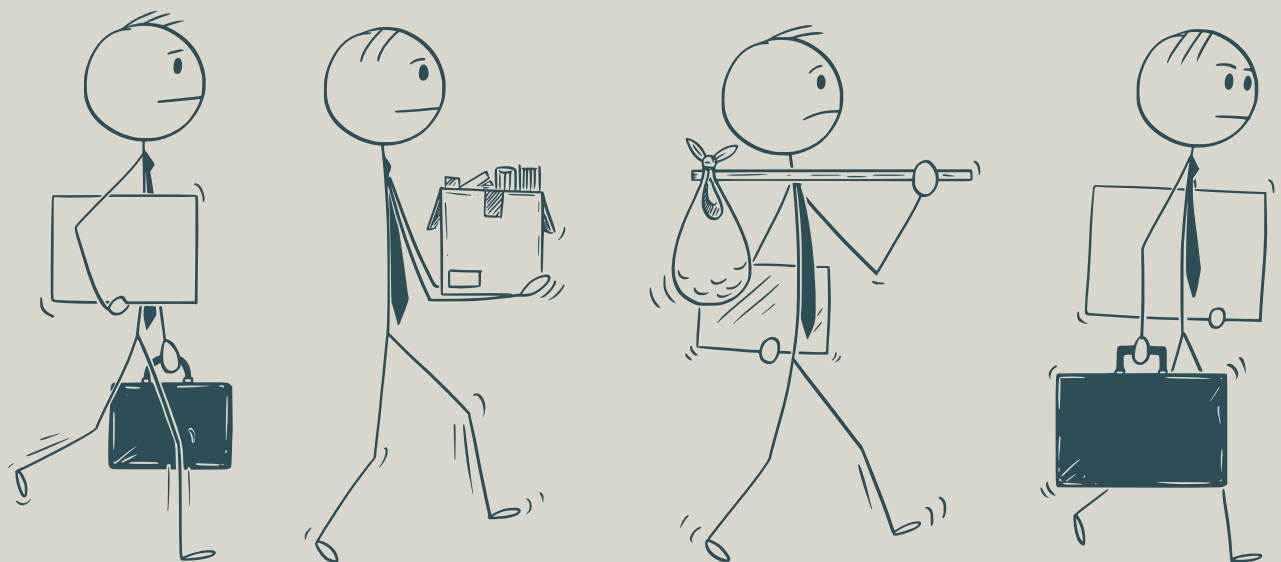
the result

good busy: working with **3.9x** more engaged team (Gallup ;)



the alternative

bad busy: wondering why they leave



wisdom of the day



I know I'm ready to give
feedback when: I'm ready
to sit next to you rather
than across from you

Brene Brown



inspired by my favorite podcast



PS: repost if this is useful 



curious for more?

Hi, I'm Kate

I'm learning to give productive feedback.
Sharing the secrets with you.

What do I do?

I optimize and reclaim time for busy
team leaders.



Kate Sotsenko
#thegoodbusy