

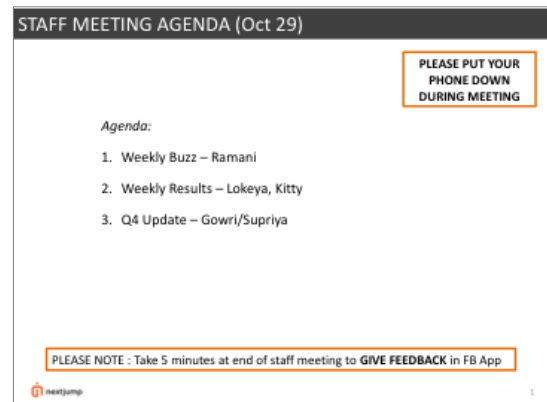
# Rituals to Practice **SEEKING** Feedback

*Making it easy to get started with feedback*

## Existing Meetings

Leave 5 minutes at the end of an meeting's agenda for everyone to share feedback

Examples include: staff meetings, team briefings, planning or brainstorm sessions, debrief meetings



## Ownership Areas

Make transparent the owners of different areas within the office

Examples include: IT/wifi, office supplies, snacks/food, conference spaces



# Ritual to Practice **GIVING** Feedback – 10X

*Making it easy to get started with feedback*

10x is a program designed to help practice GIVING Feedback.

## How it Works

- 1 Presenter** Presents in front of an audience  
(5 min)
- 2 Audience** Gives direct feedback (positive and negative) via the Feedback App. The goal is to give brief candid feedback with an example of what would make it even better.
- 3 Judges** Judges (senior leaders), publicly share their feedback to the presenter. The judges provide experienced perspective to help the audience identify gaps in their own feedback with the goal is to help the audience improve feedback giving over time.

