

# INVEST IN THE RECOVERY PROCESS

Feedback is often badly delivered,  
poorly phrased, unfair ... hard to hear.  
But it is up to you to find the gold.

Recovery Process:

1. Talk about it and “vent” with a trusted partner (“burn off” emotion)
2. Sleep on it
3. Print out and read again
4. Cross out what doesn’t resonate
5. Highlight patterns
6. Watch Video
7. Discuss with TP

**Greg Kunkel**

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**From:** Greg Kunkel  
**Sent:** Thursday, February 4, 2016 2:46 PM  
**To:** Greg Kunkel; Holly Davison  
**Subject:** feedback from today

**General Comments:**

**Does not meet expectations:** Got feedback on plb judging, but felt deflected it. Have heard Uk insight a few times now that observing the judges was insightful, but **don't think that's been valued by you or team.**

**Does not meet expectations:** Answer to Kevin's point on PLB felt consultant like and **avoided the issue.**

**Does not meet expectations:** Felt like more of the same and not much would change with PLB continuing to chug along and everyone **avoids talking about it.**

**Does not meet expectations:** Be specific and in the details of the problems you are solving. For PLB - failures like Pooja and success like Stephan. What happened and why. Details will lead to solutions.

**Does not meet expectations:** Felt like **kiss off answers on PLB,** not clear how will get resolved or improve.

**Does not meet expectations:** If feedback is PLB is not working; how to experiment??

**Does not meet expectations:** Still seems **blind to the same errors** on PLB. **Not attacking this with urgency.**

**Does not meet expectations:** I think it's been known for a while that **PLB coaches and David j have no business being in the roles they are in for PLB.** Why no change yet?

**Does not meet expectations:** Felt like the answers still aren't there for PLB. Not clear that you're really moving to make that thing work.

**Does not meet expectations:** Completely agreed when CK said you **brushed off taruns point on PLB coaching /** don't expect anything to change

**Does not meet expectations:** Too savvy at **"getting others off" him.** Does it so instinctively. Sounds humble but is actually a **master at kissing off.** Anybody who knows Greg knows if we check in a month later no change would have occurred.

**Does not meet expectations:** Greg, you went on and on on plb and didn't even realize what you were saying. Then it did feel you were diverting was **kissing off the problem**