

# DON'T GIVE THE SANDWICH

*...it's actually manipulative*



## **Imagine telling Alex something like:**

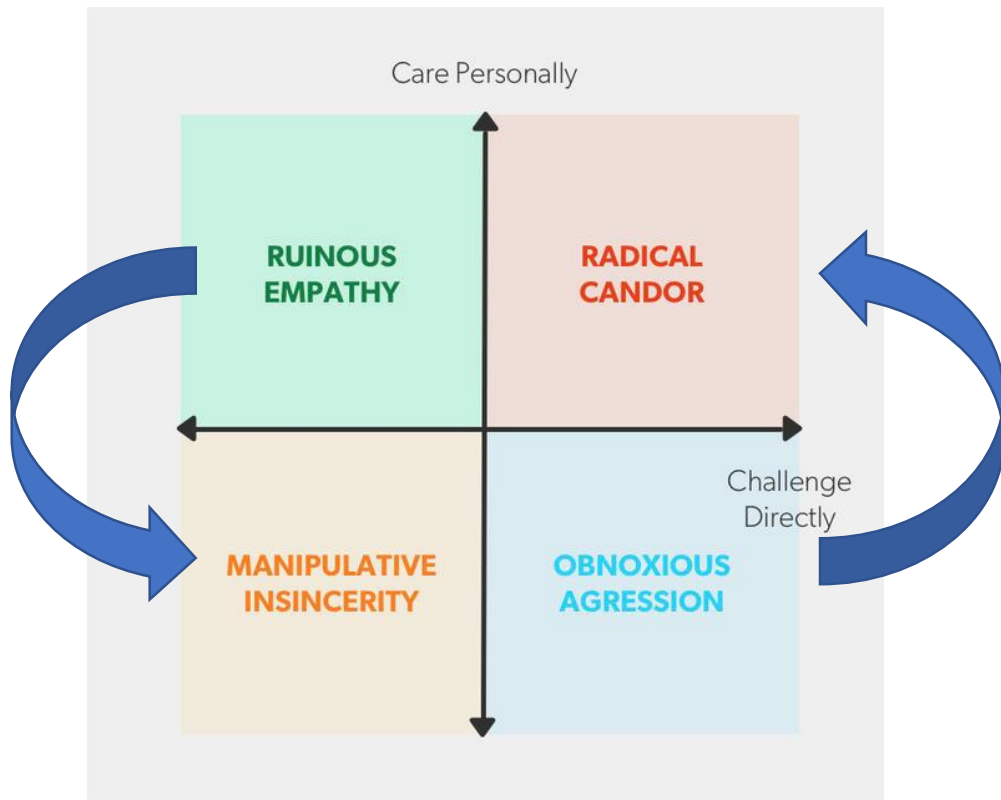
“I have some critical feedback to give you. I will start with some positives to relax you, then give you the negative feedback which is the real purpose of our meeting. And I will end with more positive feedback so that you are not disappointed, unmotivated or angry at me when this conversation ends.

How does that work for you?”



# PRACTICE BEING DIRECT FIRST

*...it takes time to build up muscles of giving truth with empathy*

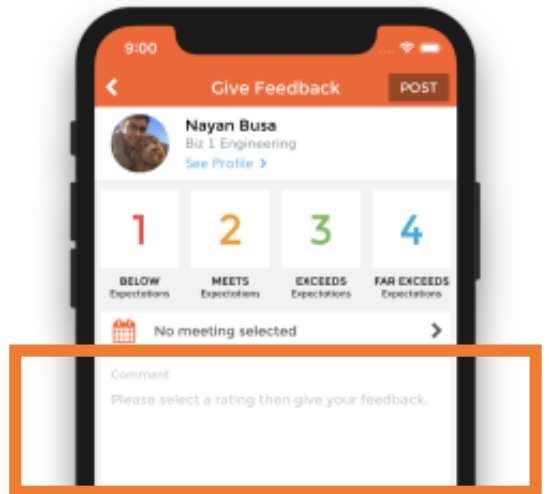


- Ruinous empathy and obnoxious aggression are transit zones.
- As a leader, must leave the space for directness practice- will get it wrong at first but will adjust over time



# Leave a comment:

(what you felt and observed)



- Make your "internal chatter" visible
- What is your version of the truth? How did their presentation/decision land for you. Be specific.
- Example: "When you started the presentation, I felt confused because you had not set the intent and desired outcome. There was good info throughout and I got some takeaways but was hard to follow because of the lack of structure."

