

UNSERIOUS

Upshots Cheat Sheet

THE FEEDBACK BAROMETER

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The Upshot

WHO IS THIS FOR?

- Anyone looking to facilitate feedback on creative work in a way that promotes permission and ownership.

WHY IS THIS IMPORTANT?

- It lets people take control of their feedback that speaks to them at their stage of the process while setting boundaries for what they are comfortable with.
- Avoids unhelpful feedback given at the wrong time or in the wrong spirit.
- Promotes a culture of feedback that produces better work.

HOW TO DO IT?

1. Set the stage by sharing the rules of the Feedback Barometer:

1 = The bulk of the attention should be paid to the strength of the piece(s), i.e., what the creator is doing right and the ways to continue building on those strengths. This is pure cheerleading and "keep going!".

2 = A mix of cheerleading and some tough love to take the work to the next level.

3 = Pay attention to the strengths, but also push to improve the work with an eye toward finalization. Some comments may be perceived as "harsh" and that is OK here.

2. When asking for feedback, the requester should specify which level of feedback they are looking for right now.
3. Lean in to the ways that the Feedback Barometer can promote taking ownership of feedback and asking for what you want.
4. When the work is ready for another round of feedback, rinse and repeat!

PITFALLS AND PRO-TIPS



Model the Feedback Barometer by using it yourself and asking for feedback on your own work from your teams, peers, etc.



If people don't want to be pushed, then that can be a red flag. Be sensitive to where people are in the process and try to come from a place of positivity in order to ease into deeper feedback.

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