

UNSERIOUS

Upshots Cheat Sheet

THE CHAIR OF FOCUS

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SIDEBAR

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The Upshot

WHO IS THIS FOR?

- Anyone passionate about personal growth and/or team harmony through deep, trusted feedback or advice.
- Especially beneficial for those who may find traditional feedback processes daunting or for teams that are eager to sprinkle a bit of positivity into their interactions.

WHY IS THIS IMPORTANT?

- Whether you're a seasoned leader or just starting your career journey, embracing feedback can be a game-changer.
- This approach of providing live, candid feedback while the receiver is off-camera nurtures an environment of openness, honesty, and trust within teams. By shedding light on both strengths and areas for growth in a safe space, teams cultivate trust and foster genuine connections, ultimately fueling their collective success.

HOW TO DO IT?

1. Establish ground rules. Lay down guidelines that encourage kindness, honesty, and empathy in every interaction.
 - a. How do we want this space to feel when we show up?
 - b. What type of feedback do we want to provide one another?
 - c. What do we avoid?
 - d. What rules do we need to set to make this a safe and supportive space?
2. Set the stage: Roll out the welcome mat for open dialogue and mutual respect, creating a nurturing environment where feedback can take root and flourish.
3. The individual seeking feedback and advice will share their problem in a succinct manner - what's happening, why is it important, and how can the group help?
4. The individual then goes off camera and mic to let their teammates share ideas, suggestions, and advice as though they're not in the room.

Or, for a holistic team activity that can build togetherness and trust, team members can take turns going off camera and answering a series of questions:

- a. What do you really appreciate about this person?
 - b. What do you see as an area of opportunity for this person?
 - c. What is something this person has done that inspires you?
 - d. How would you describe them- maybe in a way they don't see?
5. As the individual comes back, they outline what they heard, ask any clarifying questions, and make new commitments for what they will do as a result of the feedback.

PITFALLS AND PRO-TIPS



Have a neutral facilitator lead the feedback sessions to ensure equitable airtime, objectivity, and productive dialogue.



Without the opportunity for clarification, feedback recipients may misinterpret comments or feel overwhelmed by the volume of feedback received



If trust within the team is lacking, individuals may doubt the authenticity of the feedback and the exercise could backfire.

Guest Contact

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