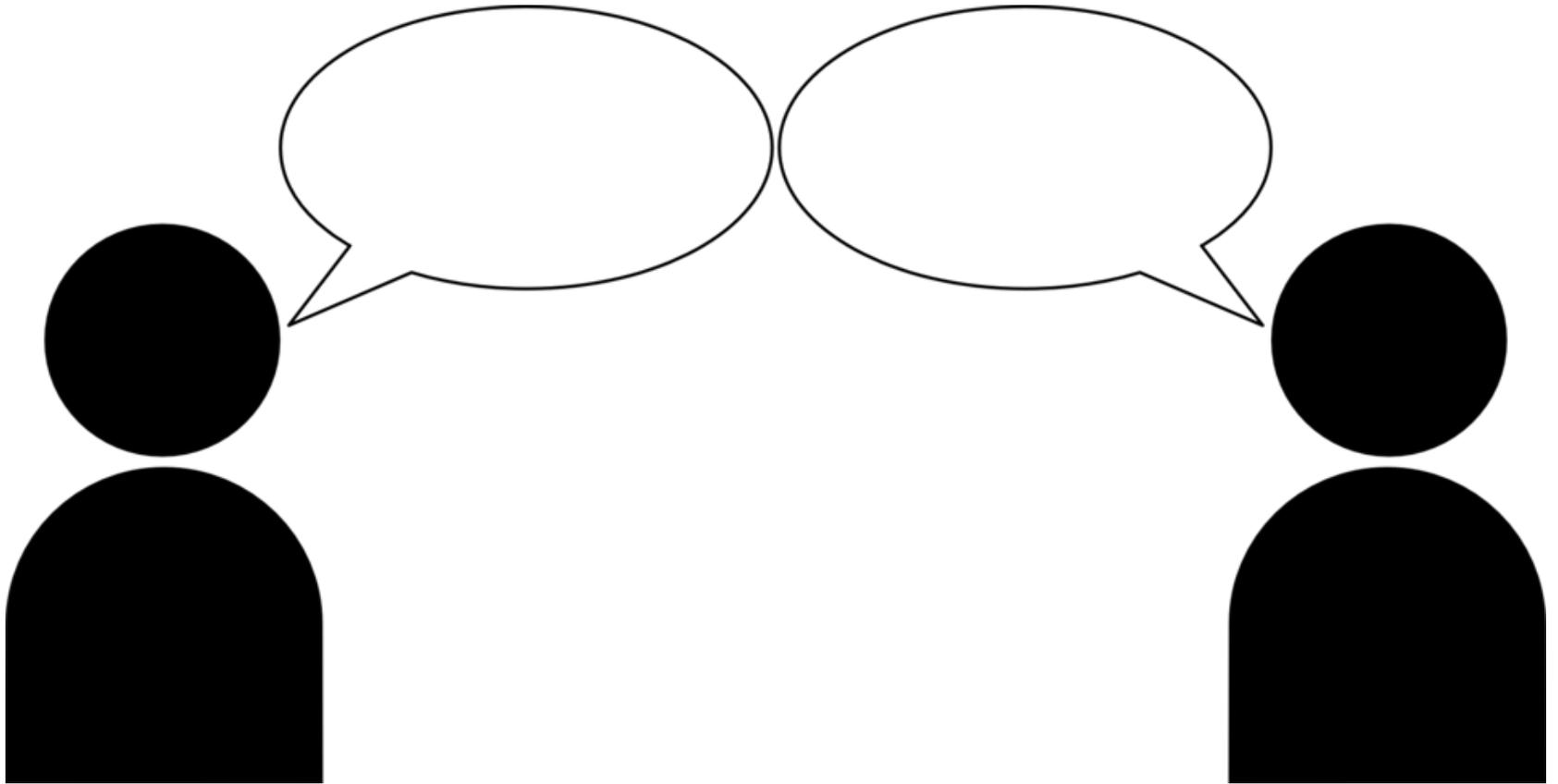


Feedback

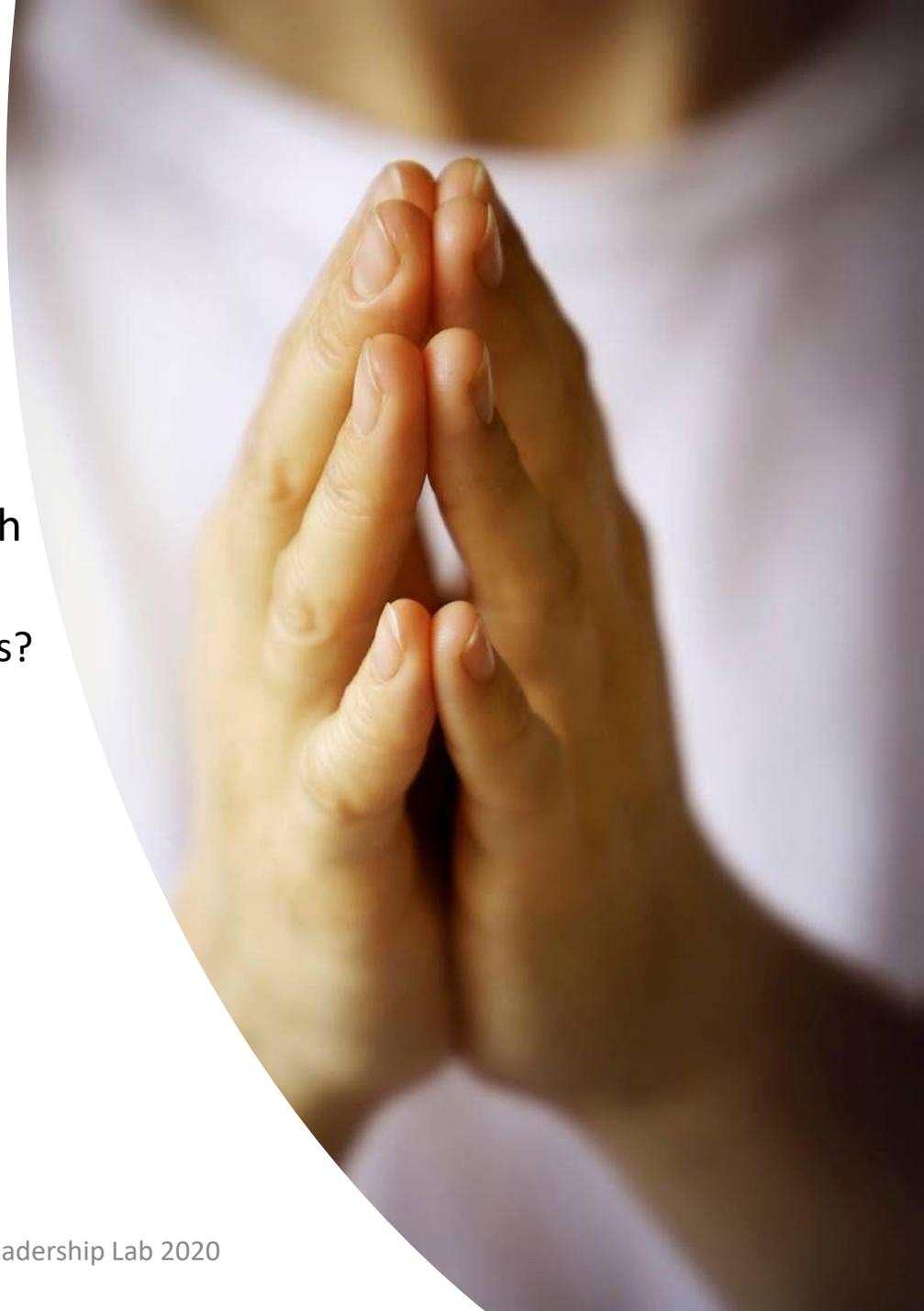
How to shape **PARTNERSHIP** on the fly



Thank you.

I received your
feedback and...

- In groups of six – one minute-ish each
 - Share your name.
 - What drew you to the Mountaineers?
 - Where are you based?
 - Why you chose to join this course?
- 10 minutes total





Team / Partnership

A stable, bounded, reasonably small group of people who are interdependent in achieving a shared outcome.

Amy Edmonson





Partnership
requires
feedback.

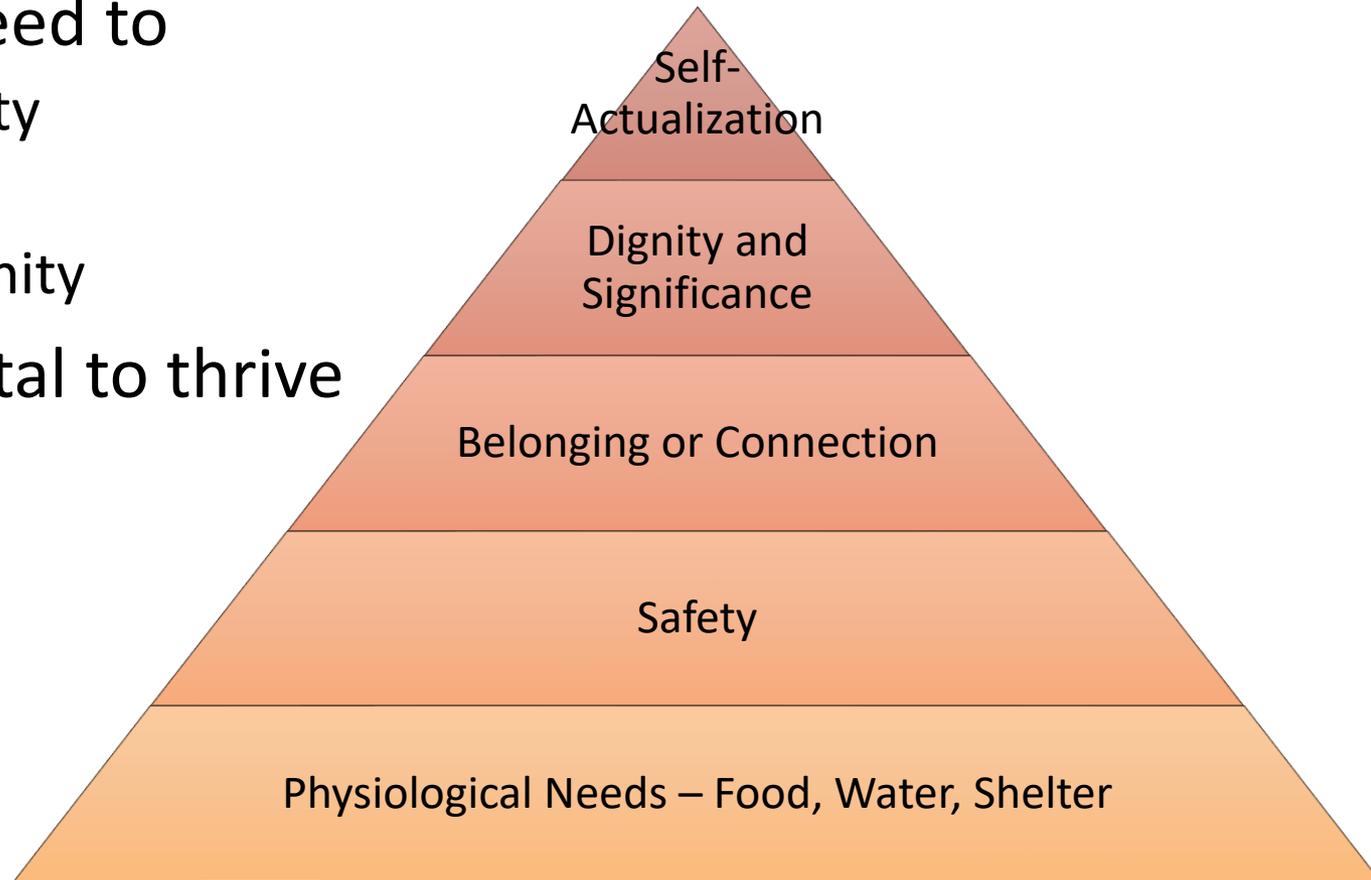
People always
underestimate the value
of a centered presence.

What is your centering practice?

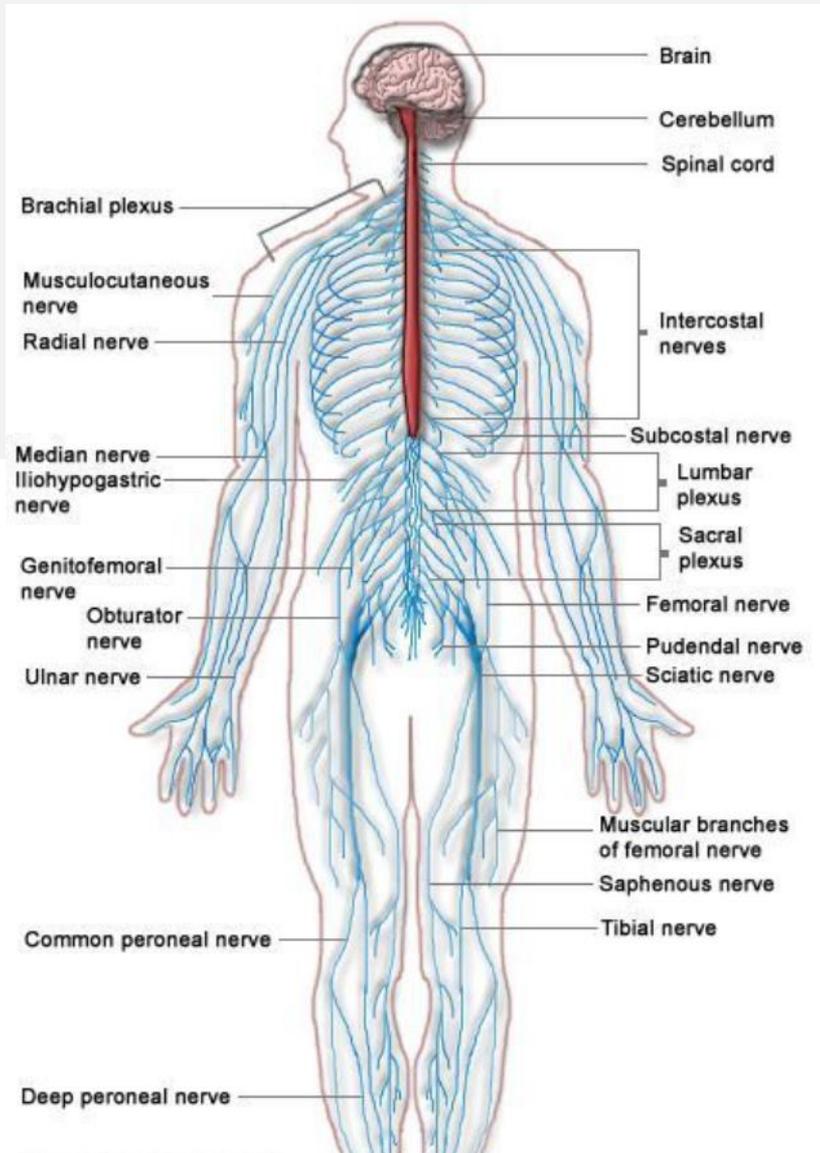
What gets in the
way of center?

Unmet Feelings and Needs

- Humans need to
 - Feel safety
 - Belong
 - Have dignity
- Fundamental to thrive



Abraham Maslow's
Hierarchy of Need 1943



Cause...Reactivity

- Fundamental human response
- Happens when your *nervous system* detects a threat
 - to your safety, belonging, or dignity
- Occurs below your consciousness
 - You don't know when they begin.
 - You don't.
- Threats are personal.
 - Threats impact each person differently.
 - People have different threats.

Unfairness triggers a
threat response.

What is unfair for you in your role at the Mountaineers?

You respond from your
deep, unchangeable
memory to protect
yourself.

What basic need – safety, connection, or dignity – is not met?



Feedback

- Share your last feedback challenge.
 - Either receiving or giving feedback.
- What was at stake for you?
 - Safety
 - Connection or Belonging
 - Respect or Dignity



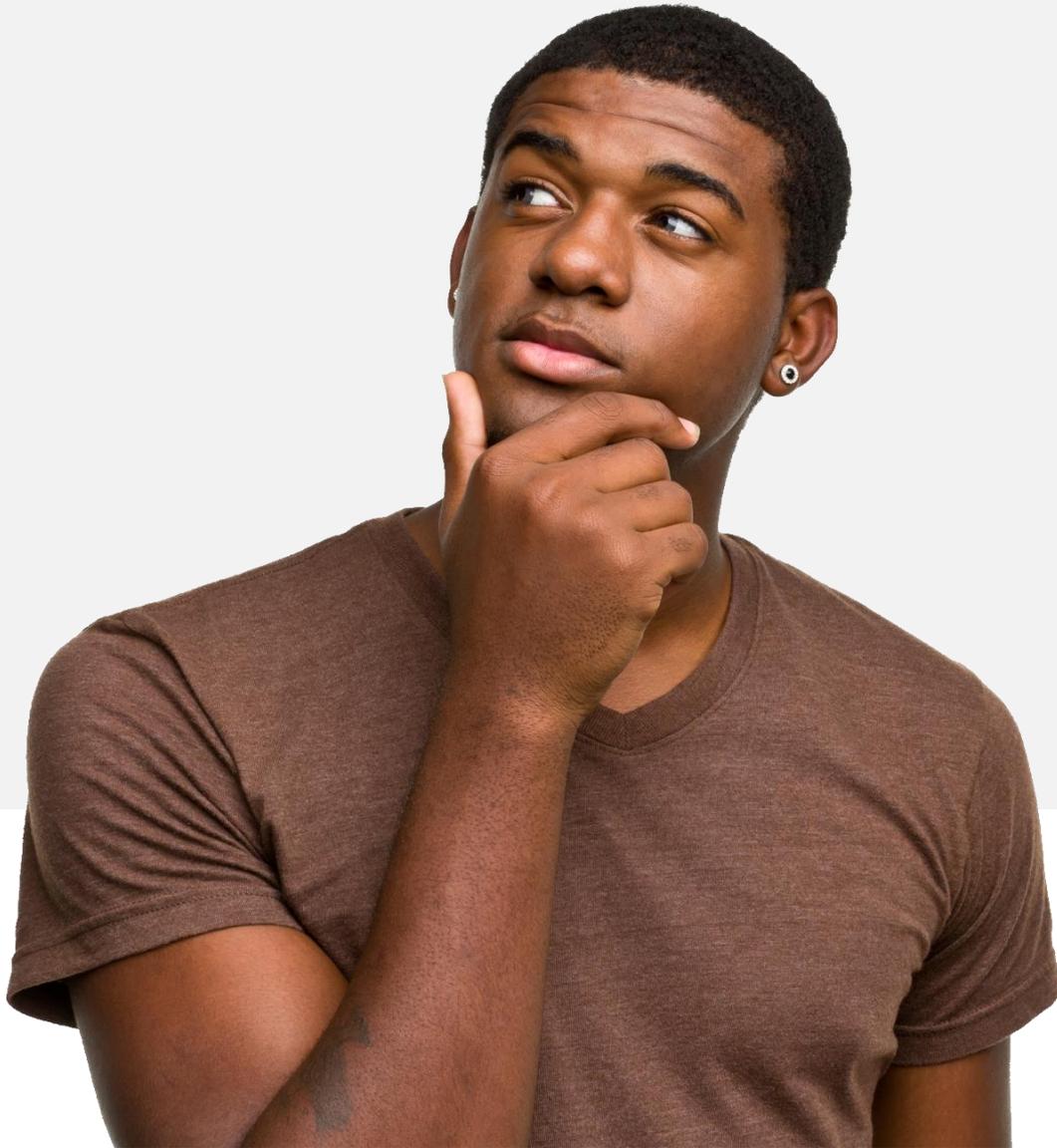
Naming
your feelings
and needs
settles your
nervous
system.

Feedback

During your feedback encounter,

- What did you feel?
- What did you need?





Group Debrief

What did
you learn?

Hard to learn when
you already know.

Feedback Fundamentals

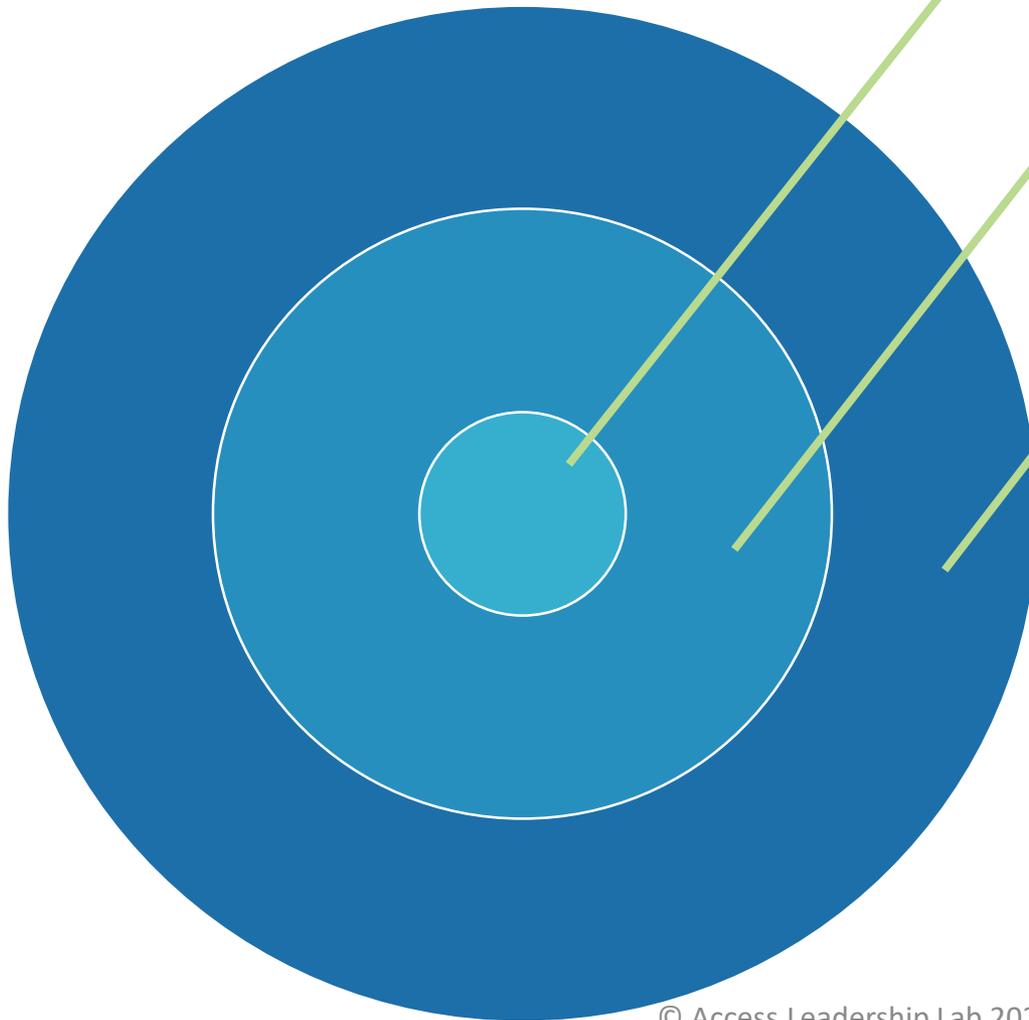
Giving

- Be aware of and clear about your why
- Know and name your feelings and needs
- *Acknowledge your contribution*
- Understand feedback is hard to receive

Receiving

- Catch it off to the side
- Know and name your feelings and needs
- *Acknowledge the part that is true about you*
- Understand feedback is hard to give

What is your why?



Why

Limbic Brain and
Body

How

Neocortex and
Body

What

Neocortex

What deeply held
belief inspires why
you would offer or
accept feedback?



Thank you!

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