

Turn performance feedback into a learning conversation.

In a learning conversation you:

- Withhold judgement that anything is wrong with the other person
- Recognize you both have values that are not being met
- Acknowledge there are skills you, as a leader, can learn and share to feel more comfortable, productive and satisfied

In a learning conversation, you help others:

- Take full, healthy responsibility for their (work) life
- Make commitments and goals tied to their future
- Practice these commitments and goals
- Experience trust and openness

How to have a learning conversation

To create a calm, inspiring environment to share feedback for growth, prepare yourself by answering the following:

- How would you describe your energy related to this conversation? (Nervous? Authoritative? Disappointed? Ashamed? Distracted? Worried? Frustrated? Calm? Open? Inviting? Caring? Compassionate?)

- What do you need to do for you to feel a calm, comfortable, open and present energy? (Write 2-3 things that will help you now, and in the meeting.)

- What **actions** will you choose in order to remove fear from:

i. your environment? _____

ii. the conversation? _____

- What **words** will you choose in order to remove **fear** from the conversation?

- What words will you use to remove **blame** from the conversation?

- What words will you avoid using?

In a learning conversation you focus on who you are "being"(energy) and not just what you are "doing"(saying). Your energy will be felt before your words.

A conscious leadership practice for today:

Take a moment right now to think about some feedback you have given to someone recently. What was the environment (energy) like? Would you have chosen different actions or words to remove fear or guilt?

Now, ask yourself: What type of environment am I committed to creating when I seek to inspire change?

Practice having a learning conversation in the next 24 hours.

Who will it be with?

Once you have had the conversation...

What did you notice?

What did you learn?

Now, it's time to celebrate!

#thisisconsciousleadership