

radical honesty and fearless feedback

Webinar Script

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Graceful Honesty: Navigating Radical Feedback

(Webinar Introduction Slide: Title and Presenter Bios)

DOC: Welcome, everyone, to this webinar on “Graceful Honesty: Navigating Radical Feedback.” I’m Doc, and I’ll be guiding you through this crucial topic today. We’ll explore how to both give and receive feedback with honesty and grace, building stronger relationships in the process. We’re joined today by two brilliant minds, Presenter 1 and Presenter 2, who will share their insights and experiences. Let’s begin!

(Slide: The Importance of Honest Feedback)

PRESENTER 1: The importance of honest feedback can’t be overstated. In today’s fast-paced world, vague praise or avoiding difficult conversations can hinder growth, both personally and professionally. **Honest feedback, when delivered and received effectively, is a powerful catalyst for improvement.**

DOC: Precisely! But the key here isn’t simply **blunt** honesty. It’s about **radical honesty**—a commitment to truthfulness coupled with the grace to deliver it constructively. This avoids causing unnecessary damage to relationships while still fostering real change. What are some ways, Presenter 2, that you’ve found useful in initiating these conversations?

PRESENTER 2: I find setting the right **context** is essential. Before diving into feedback, I create a safe space. This could involve a simple phrase like, “I value our relationship, and I want to share some thoughts that might help you grow.” Then, I focus on **specific behaviors or outcomes**, not general personality traits.

(Slide: Structuring Feedback: The SBI Model)

DOC: Excellent point, Presenter 2. Using a structured approach like the SBI model—Situation, Behavior, Impact—can significantly improve the delivery. This helps avoid ambiguity and emotional responses. Can you elaborate on this, Presenter 1?

PRESENTER 1: Absolutely. The SBI model allows you to clearly explain the **situation**, the specific **behavior** you observed, and the **impact** that behavior had. For example, instead of saying “You’re lazy,” you might say, “During the project meeting (Situation), I noticed you didn’t contribute to the brainstorming session (Behavior), which resulted in us missing a key deadline (Impact).” This is much more constructive.

(Slide: Receiving Feedback Gracefully)

DOC: Now let’s shift our focus to receiving feedback. This is just as vital as giving it. It often requires a willingness to be vulnerable, to acknowledge areas for improvement without defensiveness. What are some strategies for receiving feedback gracefully, Presenter 2?

PRESENTER 2: I try to practice active listening—truly hearing the feedback without

interrupting. I then ask clarifying questions to ensure I fully understand their perspective. And it's okay to say, "Give me a moment to process this," before responding. Avoid getting defensive; instead, *focus on understanding their intent.* Is it helpful advice or simply frustration?

PRESENTER 1: I also find it helpful to summarize the feedback to confirm I understood it correctly. This also shows the person giving the feedback that you value their input. And importantly, *express gratitude* for the feedback, regardless of how difficult it might be to hear.

(Slide: Maintaining Relationships After Feedback)

DOC: [SMILES] Beautifully put. Remember, the goal is not to win an argument but to *improve and strengthen relationships*. How do you navigate potential tension after a feedback session, Presenter 1?

PRESENTER 1: Following up is key. Checking in after a day or two shows that you took the feedback seriously and are actively working on it. It demonstrates respect and reinforces the positive intention behind the feedback process.

(Slide: Key Takeaways)

DOC: To summarize, graceful honesty requires a balance of radical honesty and constructive delivery. This involves:

- * *Setting a safe context.***
- * *Using structured models like SBI.***
- * *Practicing active listening when receiving feedback.***
- * *Following up and demonstrating gratitude.***

Remember, the aim is mutual growth and stronger relationships.

(Slide: Q&A)

DOC: We have a few minutes for your questions. Please submit them in the chat box. Thank you for joining us today. I hope this webinar helps you navigate the sometimes challenging but always rewarding process of providing and receiving radical honest feedback.

(Webinar concludes)