**Daring Feedback**

**THE ENGAGED FEEDBACK CHECKLIST**

I know that I’m ready to give feedback when ...

___ I’m ready to sit next to you rather than across from you.

___ I’m willing to put the problem in front of us rather than between us (or sliding it toward you).

___ I’m ready to listen, ask questions, and accept that I may not fully understand the issue.

___ I’m ready to acknowledge what you do well instead of picking apart your mistakes.

___ I recognize your strengths and how you can use them to address your challenges.

___ I can hold you accountable without shaming or blaming.

___ I am open to owning my part.

___ I can genuinely thank someone for their efforts rather than criticize them for their failings.

___ I can talk about how resolving these challenges will lead to growth and opportunity.

___ I can model the vulnerability and openness that I expect to see from you.

___ I am aware of power dynamics, implicit bias, and stereotypes.