**Feedback Wheel Exercise**

You, me, your partner, all of us are emotional creatures. When we experience emotions our **agency diminishes** and our **reactivity increases**. This is not necessarily a negative aspect of being a mammal. Sometimes though it leads to behavior and speech that is not effective for building and supporting a better team. My work with you is about giving you **guardrails for limiting your ineffective self-expression** and **developing your effective self-expression**. The two categories you want to use to evaluate yourself and others is **behavior** and **speech**. We can strive to improve our control of these two categories.

Practice this structure for communicating feedback. Good teams are excellent at giving and receiving feedback. Remember that constructive feedback is supposed to be a **gift**. If you are coming from a distressed emotional experience than your focus is about you revealing your distress with an attitude that the distress is your problem. Your sharing it not to blame, but to inform the other of something that you have decided is important to let them in on. Maybe you are building credit by sharing something flattering or thoughtful about them. Or maybe you are upset about the meaning or intention you have applied to their speech or behavior.

It may not be the ideal time to use the feedback wheel to provide feedback to the other. Once you have self-soothed or enough time has passed then consider using the feedback wheel to provide constructive feedback to the other. Remember constructive feedback is suppose to be a gift so take the time to get your attitude in the right place and mindset to give such a gift. Don’t use this “technology” as a way to hold your partner hostage to having to listen to you complain about them.

Feedback can be both constructive and positive. Start out with light hearted topics and positive feedback. Learn the form. Memorize it. Practice it so that both of you can use it well and create a culture that is appreciative of feedback.

The Feedback Wheel

Person 1

1. Ask your partner if they are willing to listen.
2. Remember your motivation is to engage and invest in your relationship

Tell your partner:

1. What you saw/heard about one particular event. (The facts and only the facts-something a recording device would capture)
2. What you made up about it. (Clearly acknowledge your own role in how you construe things)
3. How you feel about it. (This means use a feeling word)
4. (optional) What you would like to have happen in the future (Internal or external shift).

 C. Let go of the outcome.

Person 2

Restate the feedback back to Person 1.

That’s it. Done. When you two become efficient at this it does not have to last more than a minute.