

# When Feedback Stings

Sit with hard feedback long enough to find the part of it that is useful.

## WHEN TO USE THIS

Use this a day after a review, a grade, or a comment that landed hard.

What was said? Write it as close to word for word as you can.

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How much of your day did this take up?

|   |   |   |   |   |   |   |   |   |   |    |
|---|---|---|---|---|---|---|---|---|---|----|
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|---|---|---|---|---|---|---|---|---|----|

A moment

The whole day

Split it up. What part is fair, and what part is not?

FAIR

NOT FAIR

|       |       |
|-------|-------|
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If one small part is useful, what would you do differently next time?

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*You can keep the useful part and leave the sting behind.*