mimansa
RESEARCH & ADVISORY

PLAYBOOK · RETRAIN MANAGERS IN DIRECT FEEDBACK

Ask Me First Card

Pick one question for your team meeting. Then follow the three steps.



PICK ONE QUESTION

- [ ] What should I do more of?
- [ ] What should I stop doing?
- [ ] When was my feedback not clear?
- [ ] Do you get an answer when you ask why?
- [ ] What makes it hard to tell me bad news?

	PART	WHAT TO SAY (EXAMPLE)
01	**Thank**	"Thank you. That is useful to hear."
02	**Act**	"This week I will answer every why within a day."
03	**Report back**	"Last week you said this. Here is what I did."

WHAT I HEARD

THE ONE THING I WILL ACT ON

DATE I WILL REPORT BACK

Do not explain or defend. Thank, act and report back.

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