

Guidelines for Master Practice Feedback Exercise

- 1. Think of 1 to 3 ways you enhanced the consciousness, authenticity, and openness of your group's collective conversations. Be specific; give examples.**
- 2. Think of 1 - 3 ways in which you limited or closed down the consciousness, authenticity, and openness of your group's collective conversations. Be specific; give examples. Include a description of how you would be willing to support a change process in yourself and what help you could use from the other members to effect this change.**
- 3. Think of 1 - 3 ways that each other member of the team enhanced consciousness, authenticity, and openness of your group's collective conversations. Be specific; give examples.**
- 4. Think of 1 - 3 ways that each of the other members of the team limited or closed down consciousness, authenticity, and openness of your group's collective conversations. Be specific; give examples. Include a description of how you would be willing to support a change process in each instance.**

In preparing this feedback, think and reflect from your “authentic spot”. When giving the feedback about yourself and others, speak from where you are touched, from where you are open to your own vulnerability, need, feeling, and meaning. Use language that does not shame or blame. Seek to support and problem solve. Take responsibility for the entire conversation. *Ask for help from your teammates.*

Some suggested ground rules for group feedback:

- Listen without interruption**
- Speak to communicate, not control**
- Acknowledge fear when it is present in you**
- De-criminalize defensiveness; try to acknowledge when you are being defensive.**
- Share with each other what you do when you get defensive, e.g. Do you get angry? Do you get quiet? Do you argue? Do you blame? Do you rationalize? Do you become a ‘casemaker’? Do you keep on talking? Etc. Do you want help when you're defensive? What would it look like?**
- Be clear about your true intention(s) when speaking.**

- **Share with the intention of making the conversation more effective for everyone, not just you.**
- **Be open to the fact that you may not be conscious of all the messages flowing from you as you speak and listen. If you get feedback that doesn't fit your conscious experience, be open to the possibility of a personal blind spot.**

Prepared by: Louis D. Cox, Ph.D. Email: drloucox@egomechanics.com