

A photograph of three people in a meeting. A woman on the left is smiling and looking at a man in the center who is wearing glasses and a beard. The man on the right is pointing at a laptop screen. There is a tablet on the table in the foreground showing a close-up of a person's face. The background shows an office setting with windows and plants.

Prism Feedback

**A Gamified Workshop for Practicing
Effective Feedback Delivery**



**Brought to you by:
Chief Motivating Officers
www.chiefmotivatingofficers.com**

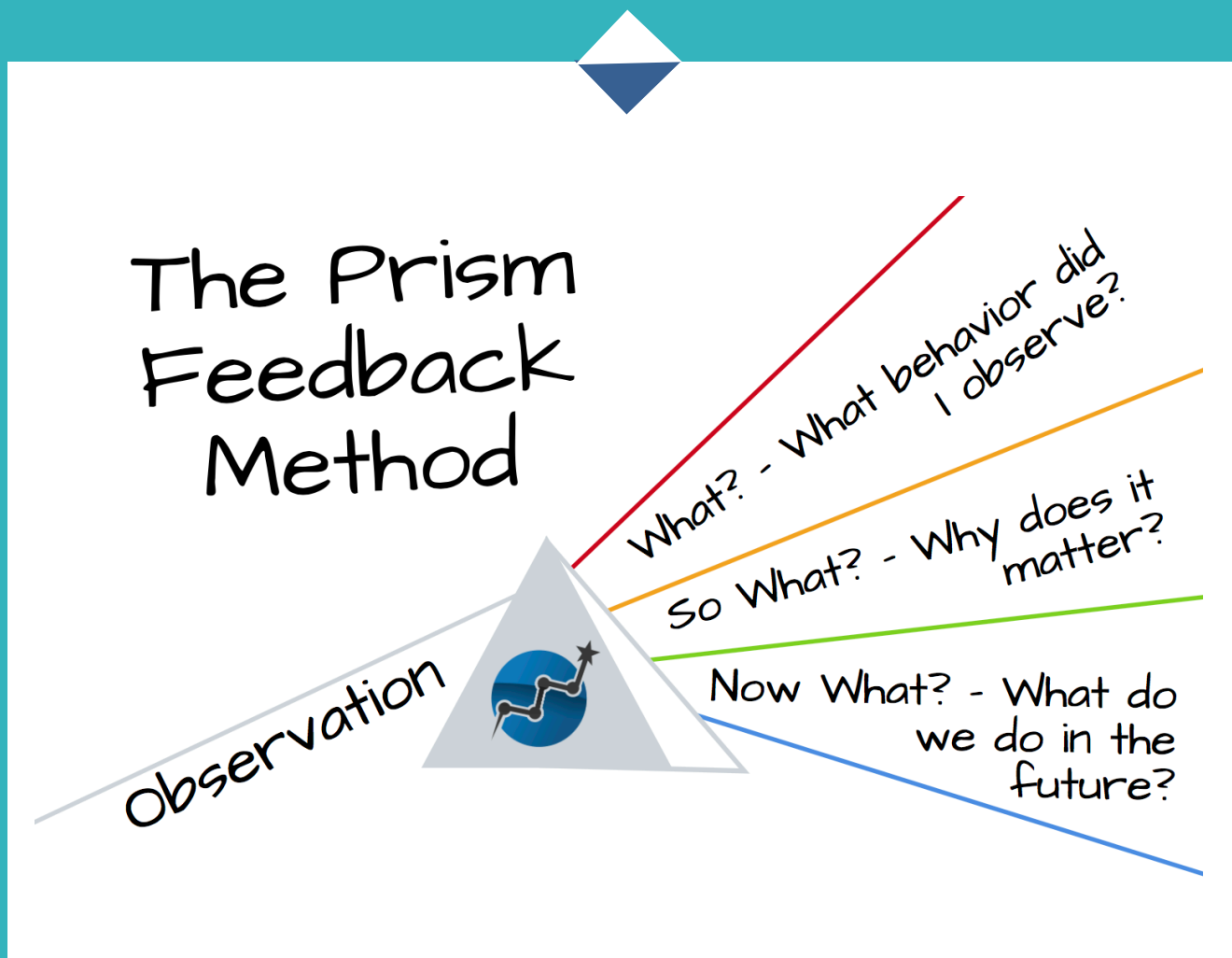


What is Prism Feedback?

The Leader as a Prism

As leaders and supervisors, we have an opportunity to encourage growth through every interaction with our team. The feedback delivery strategy described in this workshop, called the Prism Feedback Method, provides guidance for supervisors to break down an observation into clear, actionable feedback, much like a prism breaks a single stream of white light into the full color spectrum. The activities in this workbook will introduce you to each section of the model below, and using the Catch 'Em Doing Good Cards by Chief Motivating Officers or your own scenarios, will guide you through role plays to help develop fluency in using these strategies. The more we practice and feedback we get, the more fluent we become, and the more comfortable we will be when we are providing feedback in real time, to the people who need it the most.

The Catch Cards are available here: www.chiefmotivatingofficers.com/catchcards



“Strive for
continuous
improvement
instead of perfection.”

- Kim Collins

The "So What?"

My Catch 'Em Doing Good Card says...

What is the potential positive impact of this behavior on...

The Organization	The Client(s)	The Supervisor	The Performer

The "Now what?"

My Catch 'Em Doing Good Card says...



What could you say to support this behavior in the future?

Notes

Put it Together

Role Play with a Partner

Hand this page to your partner to fill out the assessment below.

Their Catch 'Em Doing Good Card says...

<i>Did your partner...</i>	Yes	NI
Describe the behavior clearly?		
Describe why the behavior is important?		
Describe what to do in the future?		
Remain objective?		

Additional comments

Social Validity

How do you feel overall about the role play interaction?

What went really well during the interaction?

What could I do differently next time?



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Practice Again!

Select a new card from your hand.

Role Play with a Partner Again!

Hand this page to your partner to fill out the assessment below.

Their Catch 'Em Doing Good Card says...

<i>Did your partner...</i>	Yes	NI
Describe the behavior clearly?		
Describe why the behavior is important?		
Describe what to do in the future?		
Remain objective?		

Additional comments

The "What?"

Exchange hands with someone, and select a card.

My Catch 'Em Doing Good Card says...

My Undesired Alternative Behavior is...



What has this alternative behavior looked like in my organization?

Behavior Check List

- Observable
- Measurable
- Objective
- Passes the "Dead Person's Test"

The "So What?"

My Undesired Alternative Behavior is...

What is the potential negative impact of this behavior on...

The Organization	The Client(s)	The Supervisor	The Performer

The "Now what?"

My Undesired Alternative Behavior is...



What do we want them to do instead?

What can we say to identify barriers or help make better choices?

What will our follow-up look like?

Put it Together

Role Play with a Partner

Hand this page to your partner to fill out the assessment below.

Their Catch 'Em Doing Good Card says...

<i>Did your partner...</i>	Yes	NI
Describe the undesired behavior clearly?		
Describe why the behavior is a problem?		
Describe what to do in the future instead?		
Remain objective?		
Pass the "Dead Person's Test"?		
Offer to remove/assess barriers?		
Describe how and when they'll follow up?		
Refrain from sarcasm/offensive language?		

Social Validity

How do you feel overall about the role play interaction?

What went really well during the interaction?

What could I do differently next time?



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Put it Together

Select a new card from your hand.

Role Play with a Partner Again!

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Refrain from sarcasm/offensive language?		

QUESTIONS?